

Positive Energy

Report on Sustainability

2024





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This document constitutes a significant step in the sustainability journey undertaken by Vimar S.p.A. and confirms the company's commitment to adopting effective tools to monitor the results achieved and outline future ambitions, providing stakeholders with clear, complete, and transparent information.

Dear Stakeholders,

It is with great satisfaction that we present the third edition of Vimar Spa's Report on Sustainability, a testament to our ongoing commitment to integrating ESG principles into our corporate strategy and promoting responsible development that is mindful of our employees, the environment, and the community.

The past year has seen a new European regulatory framework for sustainability reporting take shape, marked by uncertainties surrounding proposed changes and simplifications to non-financial disclosure. Despite this, Vimar has chosen to continue the voluntary path already undertaken, in line with the values and conduct that have guided the company for years.

Our corporate culture is built on a strong foundation of principles: product excellence, integrity in conduct, transparency, and respect. These principles guide our relationships with employees, customers, and suppliers, and drive us to seek concrete solutions to the challenges of climate change through technologies and processes that can generate shared value.

In this context, we have invested in innovation and sustainability, modernising and expanding our production departments and our photovoltaic system, which has increased our use of renewable energy. These initiatives are part of an industrial vision focused on efficiency, quality, and environmental responsibility.

Tradition and innovation are the hallmarks of our identity. We have always been rooted in the Marostica region, and we believe in the value of relationships built over time and our responsibility to the community that hosts us. We want to continue to grow here, promoting a business model that combines competitiveness with collective well-being.

Thank you for your support and trust in Vimar Spa. We invite you to explore the details of the initiatives and projects in this Report on Sustainability and to share this vision with us, because only together can we build a sustainable and valuable future for everyone.

Chairman and Managing Director
Gualtiero Viaro

Managing Director
Camillo Gusi

We believe in a job well done

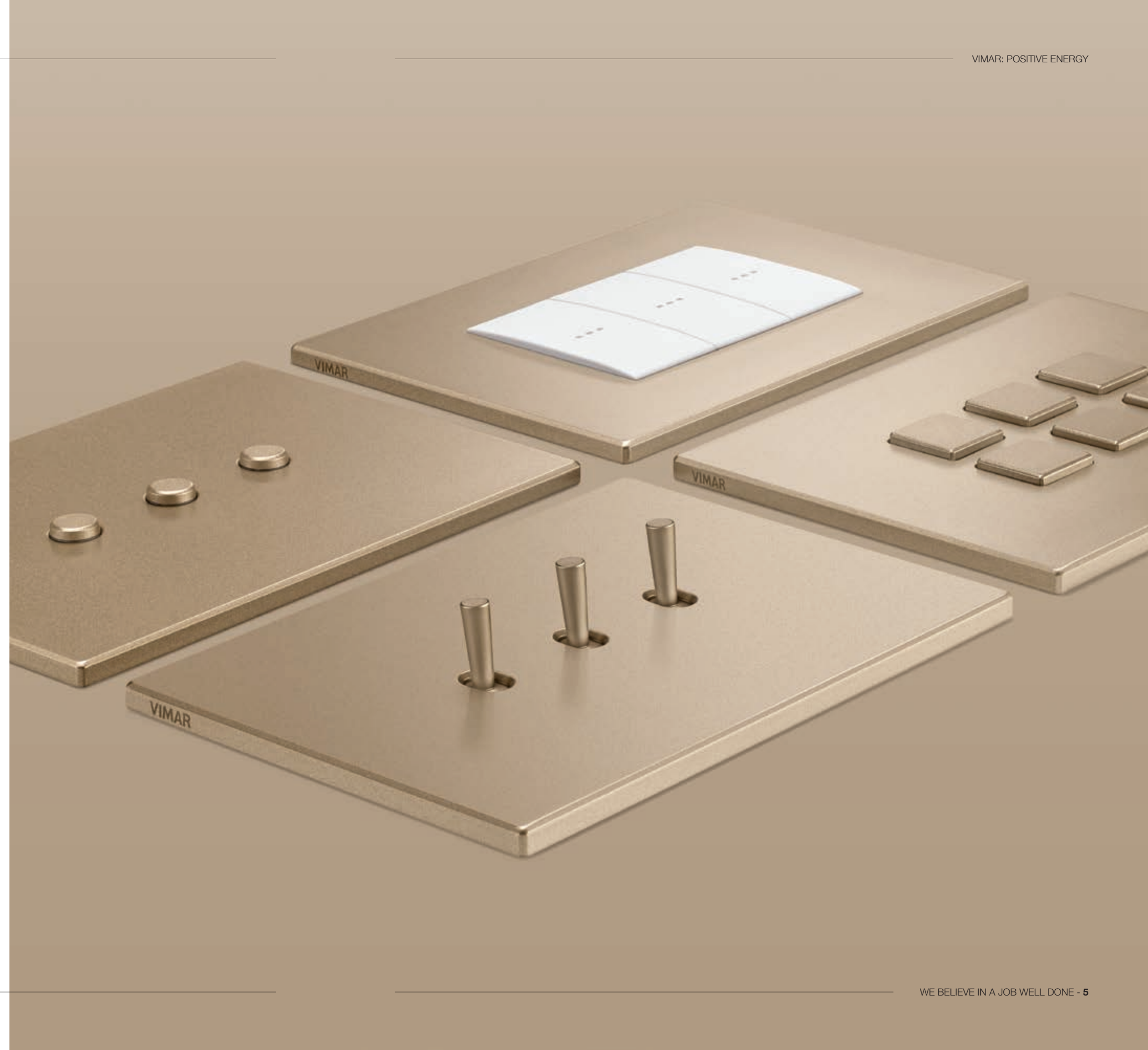
At Vimar, every product, solution, and system is carefully conceived, created, tested, and delivered with the goal of combining functionality with aesthetic excellence. Every detail is intelligently laid out, to give designers and installers a helping hand, and is developed to make life easier for the people who use them.

In short: **well made**. This phrase encapsulates our understanding of quality and the care we put into designing and creating our products. It's the summary of knowledge gained from nearly 80 years of experience and innovation, which is expressed in our idea of positive energy.

It is precisely this energy, understood as a constructive and conscious force, that drives our commitment to a more sustainable future.

Make it sustainable is our company slogan that resonates throughout the entire organisation and is a summary of Vimar's orientation toward developing a responsible business model. This approach focuses on people and their skills, promotes sustainable growth throughout the supply chain, and invests in the continuous search for innovative solutions that can satisfy customer needs without compromising resources for future generations.

It is an integrated approach that guides every one of our design and industrial choices, so we can offer products and services that reflect the highest expectations in terms of style, quality, and positive impact on the planet.



+€323 mn

value of production, up by **+4.5%** compared to 2023

15,000

standard articles distributed across the globe every year

97.4%

of orders are dispatched by the date confirmed to the customer

8.7%

of annual turnover is invested in Research and Development

+200

patents registered world-wide

3 stars

AGCM Legality Rating

Vimar: positive energy

Vimar S.p.A. is one of the leading players on the low-voltage electronic and electrical scene. The company headquarters are located in Marostica, in the Italian province of Vicenza, where it manages 4 production plants. Thanks to the more than 1,100 employees, over 15,000 articles are distributed in 100 countries across the globe each year.

This makes the Vimar brand a veritable beacon for people looking for top-performing solutions, superior product quality, technological innovation and bewitching designs in keeping with the latest market trends. For this reason, the brand offers design-led products and state-of-the-art solutions for the management of electrical power, including a wide range of 1-way switches and cover plates, available in a variety of materials and colours, systems for home & building automation, for climate and energy control and management as well as video door entry and CCTV video surveillance systems.



The Vimar brand is synonymous with excellence, quality, and attention to detail that distinguish the conception, development, and creation of every product - an approach guided by three key values:

- > **Integrity, loyalty and transparency**, which inspire professional honesty and the firm reproof of any improper or unlawful practice. Fairness is a fundamental pillar on which relationships with colleagues, customers, suppliers, and the environment are based.
- > **Sustainability, responsibility and generosity** that guide people to respect the environment and pursue effective responses to the challenges posed by climate change through state-of-the-art solutions and technologies that benefit all Vimar stakeholders.
- > **Positive energy and tradition**, Vimar has always been driven by a constant passion and desire to innovate. The brand's vision is rooted in its determination to grow and in the awareness that authentic identity comes from tradition.

Made in Italy, made for the world: good-looking and well made

[GRI 2-6]

Made in Italy means: creativity, expertise, innovation, tradition, attention and the utmost dedication.

It's a "productive vision" involving the company's entire value chain, aimed at offering customers a product and service that fully meets their expectations in terms of style and quality.

Vimar products are conceived, designed, and manufactured in Italy and sold world-wide - under the Vimar and Elvox brands - to a wide range of customers in both the residential and commercial sectors.



Increasingly sustainable production plants



1 Via IV Novembre Marostica

Profile

Since 1945, this has been the heart of Vimar. Today, in addition to the offices, the main metal cold metal machining activities are still carried out here. The total surface area spans approximately 21,000 square metres and currently counts 240 employees.



Manufacturing specialisation

- Cold metal machining.

Contribution to the environment

- 39% of the purchased metal raw material used to make components is made from reclaimed recycled metals.
- The location of the APA department dedicated to making materials outgoing from departments reclaimable.
- 100% of the waste generated is reclaimed.

2 Viale Vicenza Marostica

Profile

These are the executive headquarters, which play host not only to the offices but also the thermoplastic material moulding process. The surface area spans a total of 32,000 square metres and currently counts 231 employees.



Manufacturing specialisation

- Moulding of thermoplastic materials.

Contribution to the environment

- Photovoltaic system with a power of 623 kWp, it is designed to generate approximately 700,000 kWh of electricity each year, preventing the emission of approximately 200 tonnes of CO₂ into the atmosphere.
- There is extensive LED lighting throughout the production plant.
- In 2024, a process was initiated for the gradual replacement of injection presses with more efficient, latest-generation models.
- Each year, about 96 tonnes of plastic are reclaimed directly from the plant floor and extruded, and then reintroduced into the production cycle.
- 100% of the waste generated is reclaimed.

3 Via dell'Artigianato Colceresa

Profile

This is the production plant where all product surface treatment and finishing processes take place. The surface area spans a total of 1,800 square metres and currently counts 18 employees.



Manufacturing specialisation

- Surface finish of products.

Contribution to the environment

- Photovoltaic system with a total power of about 118 kWp. In 2024, it produced over 105,000 kWh, with more than 80% of that being self-consumed, leading to a reduction of 27.5 tonnes of CO₂.
- LED lighting covering the entire production plant and offices.
- There are two surface finishing systems with a low environmental impact: a zero-emission PVD system dedicated to plastics and metals and capable of replacing traditional galvanic coatings in terms of aesthetic quality, and a painting system that mainly uses water-based and UV paints that minimise the emissions of solvents into the atmosphere.
- The painting process is equipped with an active carbon filtration system, designed to absorb volatile organic compounds (VOCs) and significantly reduce atmospheric emissions.

4 Corso della Ceramica Marostica

Profile

This is the logistics and production hub completed in 2020 housing all the logistics and assembly processes of both electromechanical and electronic finished products.

It has a surface area of approximately 49,000 square metres and currently counts 361 employees.



Manufacturing specialisation

- Assembly of electronic and electromechanical products.
- Storage and distribution of semi-finished and finished products.

Contribution to the environment

- Photovoltaic system with a power of 994 kWp, which in 2024 produced over 1 GWh energy, saving about 280 tonnes of CO₂.
- Open-loop geothermal system for air conditioning, saving 400,000 kWh of energy each year compared to a traditional system – the equivalent of the average needs of 150 Italian households¹ – with a saving of about 115 tonnes of CO₂.
- The external building facilities consists of 3,000 square metres of TX Active® biodynamic concrete panels designed to reduce organic and inorganic pollutants present in the air and, in terms of environmental benefits, correspond to the planting of about 250 trees.
- LED lighting extends to all plant environments.
- The roof of the building is partly planted with Sedum green affording greater thermal insulation and micro climate regulation of the building, regulation of the rainwater runoff and mitigation of the landscape impact of the production complex.
- 100% of the waste generated is reclaimed.

¹ The calculation was made taking into account the data provided by ISTAT regarding the average energy consumption of Italian households, which is around 2,700 kWh per year.

Vimar worldwide

Vimar boasts a global presence with 8 branch offices operating in over 100 countries and a robust network in Italy made up of about 200 collaborators operating across the country, ready to meet the needs of our customers by disseminating the innovative capacity, impeccable design Made in Italy and the superior quality of Vimar products.

4

production plants in the province of Vicenza, Italy

8

branch offices worldwide

1,300

employees, of whom ~ 1,100 work in Italy

15,000

standard articles distributed in more than 100 countries



Italy Headquarters



Executive headquarters
Marostica



Logistics and production hub
Marostica



Historical company headquarters
Marostica



Production plant
Colceresa

The Vimar product line-up

Vimar offers its customers state-of-the-art products which combine design and innovation.

> Wiring series



Designer cover plates and 1-way switches featuring cutting-edge technology. The Eikon, Linea, Arké, Plana and Idea wiring series are designed to blend in with any surroundings, to accommodate any type of need. Offering a host of customisation possibilities (in terms of colour, finish and material), they are the perfect fit for both residential settings as well as the service, hotel and naval industry.

> Smart systems and products



Smart systems and products: a combination of solutions designed to enhance comfort, energy efficiency, safety and security. They are based on sophisticated proprietary technology or KNX and Bluetooth, to control lights, roller shutters, create scenarios and manage consumption levels, all also managed remotely thanks to the View App or by voice, using voice assistants.

> System infrastructure



Control units, mounting boxes, flush mounting or surface mounting junction boxes, surface mounting enclosures with IP40, IP55 and IP66 protection and structured wiring solutions to deploy data networks with fibre optics or copper, ensuring maximum transmission speed.

> Portable installation



Plugs and socket outlets, portable multiple socket outlets, adaptors and lighting components: safe and secure solutions with impeccable styling to meet every need.

> Video door entry and Door entry systems



Video entryphones, entryphones and outdoor stations for residential, service industry and hotel facilities. Designer products which vary in dimensions, structure, type of system, as well as installation, based on Due Fili Plus, IP and SIP technology which can be used to create large systems too.

> Security



Building security solutions. Indoor and outdoor alarm and video surveillance systems, comprising high-performance designer products, made with the most innovative technologies and remote controllable using the View App. For healthcare facilities or private residences for the elderly. Systems for making calls, for assistance and remote assistance, to make life easier for those in need. In addition, for maximum safety and hygiene, cover plates and devices with antibacterial treatment, treated with silver ions.

Economic and financial results

[GRI 2-6] [GRI 201-1]

Vimar achieved a production value exceeding 323 million Euros in 2024, marking a year-on-year growth of about 4.5%.

Economic and financial data (thousands of €)

	2024	2023	2022
Value of Production	323,130	309,123	289,004
Net Assets	372,111	357,069	340,512
EBITDA	111,172	103,784	90,426
EBIT	85,147	76,009	65,808

Vimar's growth is taking place within a diverse economic context. In Italy, GDP saw a moderate increase, supported by consumption, services, and construction, but slowed by a contraction in industry and investments. The construction sector showed fluctuating trends: after a positive start, it slowed down, particularly in the residential segment. Private investments decreased, while public works grew by 20%, thanks to PNRR funds. Home sales and prices saw a slight increase, driven mainly by new construction.

The results achieved in 2024 allowed Vimar to generate a total economic value of more than €325 million, of which over 89% (approximately €290 million) was distributed to the stakeholders who contributed to the creation of this value.

GRI 201-1 | Direct economic value generated and distributed (thousands of €)

	2024	2023	2022
Economic value generated	325,961	311,472	290,743
Economic value distributed	289,817	276,052	256,385
of which to suppliers	132,678	128,593	124,885
of which to employees	77,750	75,532	71,664
of which to capital providers	55,572	50,887	40,679
of which to Public Administration and the Community	23,817	21,039	19,155
Economic value not distributed	36,144	35,419	34,358

Responsible management

[GRI 2-1] [GRI 2-2] [GRI 2-9] [GRI 2-12] [GRI 2-13] [GRI 2-14] [GRI 2-17] [GRI 2-20] [GRI 2-23] [GRI 2-26] [GRI 2-27] [GRI 2-29] [GRI 2-30]

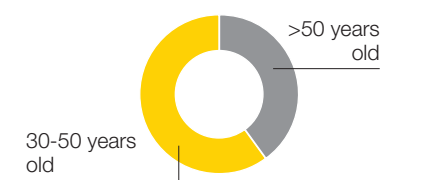
Vimar's organisational structure is represented by a Board of Directors (BOD) and a Board of Statutory Auditors.

The BOD consists of 5 members, 2 of whom are Managing Directors and 3 Directors.

GRI 2-9 | Governance structure and composition

GRI 405-1 | Diversity in Governance bodies and among employees

Gender	Age	Number
● Male	>50 years old	2
● Male	30-50 years old	3



Vimar has since 2009 adopted an Organisation, Management and Control Model pursuant to the provisions of Italian Leg. Decree 231/2001 and a Code of Ethics. Vimar's commitment to the principles of legality, transparency and accountability, which is reinforced by ongoing regulatory updating and adaptation, benefits all Company stakeholders.

Lastly, Vimar is particularly keen to comply with personal data protection regulations. To this end, it has implemented a Privacy Organisational Model which describes all the measures taken by the company to ensure compliance with the European GDPR and national regulations. To ensure the effective application of these provisions, an internal organisational structure has been set up that operates under the supervision of the Data Controller and is composed of a Privacy Manager, a Privacy Team, a Data Breach Team, as well as Data Processing Appointees, and Data Processing Authorised Personnel.

Vimar, in accordance with Italian Legislative Decree no. 231/01, has appointed a Supervisory Body (hereinafter referred to as the SB), which is responsible for monitoring the effectiveness and compliance with the principles and rules contained in the Organisational Model adopted by Vimar, as well as for reporting and possibly formulating proposals for improvement. To this end, quarterly meetings are held with the relevant company departments to monitor the processes relating to the sensitive areas covered by the Organisational Model. What's more, a meeting is held annually with the Board of Statutory Auditors and Company Management, during which the SB reports on the audits conducted during the period and on the Model application and updating status.

The Code of Ethics, an integral part of the Organisational Model, contributes to disseminating the Vimar culture across all levels of the company: it establishes the values and principles of conduct which the Company and its subsidiaries are committed to adopt. These values include: ethics, business integrity, environmental protection and respect for the community.

In accordance with the requirements of Italian Legislative Decree no. 24/2023, Vimar S.p.A. has activated a Whistleblowing channel through which all the Company's stakeholders can confidentially report any unlawful conduct. The management of these reports is entrusted to the company's SB.



FOCUS ON

**Economy-RSM Award
- Premio Legalità e Profitto
(Legality and Profit Award)**

In 2024, Vimar received the "Economy – RSM Award – Premio Legalità e Profitto", which acknowledges companies that stand out for respecting ethical principles and strictly complying with the rules. This is an important award that attests to Vimar's entrepreneurial excellence and rewards its commitment to generating a positive impact on society. During the year, Vimar also had its legality rating renewed at the highest level by the Italian Competition Authority (AGCM), which is an indicator of the company's respect for the law.



Applicable challenges

Climate change

2024 was once again the hottest year ever recorded globally. For this reason, UN Secretary-General António Guterres has called 2025 "time to deliver," the year in which it will be essential to take action to achieve concrete results².

Climate inaction exposes companies to increasing risks, with direct effects on profits, operations, and long-term sustainability. It is estimated that, without preparation, European companies could see a 7% reduction in revenue by 2035 and up to a 15% reduction in EBITDA by 2050³.

Circular economy

Since 1970, raw material extraction has tripled and has nearly doubled since 2000, reaching 100 billion tonnes per year⁴. This increasing pressure on natural resources represents a structural risk to environmental sustainability and economic development, with consumption in many cases exceeding the planet's regenerative capacity⁵.

Every year, nearly 15 million tonnes of electrical and electronic equipment are introduced into the European market. Of these, ~5 million tonnes are collected as waste and 4 million are actually recycled or prepared for re-use⁶.

Demographics

Global population growth continues to be a long-term structural driver: the world population is estimated to rise from the current 8.2 billion to ~10.3 billion by the mid-2080s, before beginning a slow decline⁷. Some countries, such as Italy, are an exception in this context, where the population has decreased by 2.3% in the last 10 years⁸.

At the same time, the ageing of the population represents one of the main global demographic challenges, with significant impacts on healthcare systems, housing models, and work organisation: by 2080, people aged 65 or older will outnumber children under 5, and those over 80 will be more numerous than infants, placing increasing pressure on infrastructure and care services⁹.

Urbanisation

Today, more than half of the global population lives in urban areas, an increase from 30% in 1950. It's estimated that this share will reach two-thirds by 2050. The success of sustainable development will largely depend on the ability to manage urban growth effectively, in both developed and developing countries¹⁰.

Increasingly crowded, cities consume about two-thirds of the world's energy and produce over 70% of greenhouse gas emissions. But as they grow, they become more fragile. Since 1985, vast urban areas have emerged in high-risk flood zones. Today, 1.8 billion people live exposed to this danger, especially along rivers and coasts in rapidly developing countries.

Digitisation and AI

In the coming years, the labour market will undergo a radical transformation driven mainly by artificial intelligence and information processing technologies. According to recent studies, 86% of employers believe these innovations will have a decisive impact on roles, skills, and business models by 2030¹¹.

In Europe, 44% of the population lacks basic digital skills. More than 150 million people are unable to search for information on-line, send e-mails or other types of communication, install software, protect their personal data, or create digital content¹².



² UN, COP29: Declaration of Secretary-General António Guterres (2024)

³ BCG, The Cost of Climate Inaction: Companies Risk up to 25% of Profits (2025)

⁴ WEF, What is the circular economy, and why does it matter that it is shrinking? (2022)

⁵ European Parliament, Circular economy (2023)

⁶ Eurostat, Waste statistics (2025)

⁷ UN, Ageing (2025)

⁸ TEHA, Rinascita Italia - Rebirth of Italy (2023)

⁹ UN, Ageing (2025)

¹⁰ UN, Urbanization (2025)

¹¹ WEF, Future of Jobs Report 2025 (2025)

¹² Euronews, EU: 44% of people lack basic digital skills (2025)

Commitment to people and to society



> Well-being, welfare and employee engagement

Our people

> Attractiveness and retention ability

Professional development
Recruitment of new resources

> Protecting employee health and safety

Risk prevention and management
The culture of safety

> Employment, value and support for the territory

In the heart of Marostica, supporting the community



We address society and people with responsibility and openness.



Well-being, welfare and employee engagement

[GRI 3-3]

>98%

employees with permanent employment contracts

4,400h

hours of courses provided thanks to AttivalaMente

+1,100

employees in Italy

The success and quality of Vimar's products and services are the result of the high level of professionalism, know-how, and passion of its employees - the true pillars of the company - whose daily commitment makes it possible to achieve ambitious goals. With this awareness, Vimar aims to promote a work environment that values skills, fosters individual well-being, and stimulates growth through professional and personal development paths.

Our people

[GRI 2-7] [GRI 2-8] [GRI 401-2]

In 2024, Vimar achieved its objectives thanks to the contribution of more than 1,101 employees in Italy, 98.3% of whom have a permanent employment contract.

GRI 2-7 Employees by contract and gender (number of people)

	2024			2023			2022		
	♀	♂	Tot.	♀	♂	Tot.	♀	♂	Tot.
Employees with permanent employment contract	291	792	1,083	285	772	1,057	287	754	1,041
Employees with temporary employment contract	6	12	18	4	14	18	3	12	15
Total	297	804	1,101	289	786	1,075	290	766	1,056
of whom home-based	30	0	30	36	0	36	41	0	41
of whom full-time employees	196	796	992	184	778	962	180	757	937
of whom part-time employees	71	8	79	69	8	77	69	9	78

In 2024, the AttivalaMente initiative continued. Since 2018, this training programme has offered employees a wide variety of courses focused on personal well-being and development. During the year, there were 285 participants in English and Spanish language courses, yoga, and Pilates, for a total of over 4,400 hours.

Vimar confirms the importance of promoting a work-life balance for its employees.

In 2024, the company signed a new supplementary contract with union representatives, introducing additional benefits for employees. The main new features include an increase in leave hours for work-life balance, more flexible hours, and an increase in holiday and leave hours. In addition, the company's nursery service was enhanced with seven new spots between Padua and Marostica and a greater financial contribution from Vimar.

For several years, the company has also offered flexible work arrangements. When a **smart working** agreement is granted, the employee receives an individual agreement along with the company's flexible work policy, which contains the guidelines and conditions for accessing this type of work arrangement.

As part of the company's **welfare initiatives**, supplementary healthcare was further enriched with the introduction of a voucher for medical visits and a **telemedicine service**, accessible to all employees through an App that offers 24/7 consultations with doctors and paediatricians. In addition, employees were also able to receive free flu vaccines in 2024.

Welfare initiatives, such as supplementary healthcare, scholarships, the company's nursery, and summer camp, are also extended to employees' families.

Vimar has further strengthened internal communication, increasing opportunities for sharing and dialogue. These include the "Stasera parliamo di..." (Tonight, we're talking about...) meetings and the monthly newsletter that covers the main company news, both on products and human resources topics. Finally, to complete the picture, Vimar produces a company magazine designed to report on the year's highlights.

At the beginning of 2024, Vimar launched the **new digital portal, People@Vimar. Designed to offer simple and immediate access to all information useful for professional life**, this portal serves as a direct line between people and the opportunities the company offers. The platform is a veritable digital hub that collects updates on company policies, institutional communications, welfare initiatives, and training programs.



FOCUS ON

Meetings that make all the difference

In 2024, the "Stasera parliamo di..." (Tonight, we're talking about...) meetings continued. These events are for Vimar employees and are designed to delve into topics of general interest by sharing the skills and passions of colleagues.

Over the year, more than 450 people participated in the various events. The topics covered were varied and ranged

across different company-related subjects, such as presentations on new products, sustainability, how to read a payslip, and tax updates. The topic of occupational health and safety was also a focus of these meetings, thanks to the participation of the company's appointed doctor, who discussed the importance of prevention and health promotion programmes.

Our commitment to the future (2025)

2024 activities

Our contribution to the SDGs

Strengthen initiatives aimed at fostering cross-functionality by promoting active collaboration on transversal topics

- Continuation of the AttivalaMente initiative and the "Stasera parliamo di..." meeting series.
- Launch of the new digital portal People@Vimar dedicated to employees.



Design further initiatives aimed at gathering employee feedback

- The new supplementary contract includes several improved measures, including an increase in hours of leave and permits and greater scheduling flexibility.





Attractiveness and retention ability

[GRI 3-3]

In order to meet the needs of an increasingly competitive labour market, Vimar invests in the continuous growth of its internal resources. The company is aware that both attracting new professionals and retaining the best talent are strategic levers for innovating, ensuring continuity, and promoting the company's development.

Professional development

[GRI 404-1] [GRI 404-3]

In 2024, Vimar provided a total of 35,400 hours of training - an 8% increase compared to 2023. In addition to compulsory training, development schemes have covered a number of training areas, ranging from job-specific technical skills to work-related and managerial skills, or soft skills.

GRI 404-1 | Average hours of training per year per employee

	2024			2023			2022		
	Men	Women	Tot.	Men	Women	Tot.	Men	Women	Tot.
Executives	17	55	19	24	-	23	19	-	19
Top managers	36	12	34	31	18	30	24	6	22
Clerks	33	26	31	24	21	23	21	15	20
Workers	39	8	28	39	11	29	24	8	17
Total	35	17	30	29	16	26	22	11	19



50%

the percentage of **young people under 30** among new hires during the year

17%

the recruitment **rate among youths** who completed a **Vimar** placements

>35,000 h

the number of hours dedicated to training activities

The breakdown of employee participation by macro-class categories is as follows:

GRI 404-1 | Average hours of training per year per employee

Macro-class categories	No. of registrations
IT	1,375
Security	786
Technical training	554
Commercial training	249
Managerial development	570
Quality	172
Foreign languages	118
Administration	115
Environment	114
Human resources	62
Grand total	4,115

In 2024, 96% of executives, 94% of top managers 32% of clerks were rated on their performance.

GRI 404-3 | Percentage of employees receiving regular performance and career development reviews

	2024	2023	2022
Executives	96%	100%	100%
Top managers	94%	95%	94%
Clerks	32%	32%	31%



FOCUS ON

From analysis to experimentation: the adoption of Generative AI

In 2024, Vimar initiated a structured project to introduce Generative Artificial Intelligence (AI), following a careful analysis of its opportunities and potential applications, with a proactive and future-oriented approach. The process began with the identification of Generative AI solutions that ensure confidentiality and intellectual property protection, along with the definition of guidelines for safe and responsible use.

The project for the gradual introduction of generative AI was divided into several phases:

- Sharing the guidelines with all company staff.
- Launching cross-functional pilot projects to test the use of tools like ChatGPT 4o, Copilot for Microsoft 365, and other GenAI solutions.



Recruitment of new resources

[GRI 401-1]

At Vimar, the recruitment of new staff members is carried out through a thorough recruitment process, which is not only structured through traditional external channels, but also through a “job posting” process that allows employees to apply and therefore promotes internal mobility and professional growth.

In 2024, Vimar hired 76 new recruits, 50% of whom were under 30. In order to facilitate the recruitment of new employees, 36 placement periods and internships were activated during the year, 17% of which led to recruitment.

GRI 401-1 New hires and employee turnover

	2024			2023			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
a. Hires									
< 30 years old	11	27	38	7	28	35	6	28	34
30 - 50 years old	9	26	35	10	33	43	8	31	39
> 50 years old	0	3	3	1	3	4	3	6	9
Total hires	20	56	76	18	64	82	17	65	82
Recruitment rate	7%			8%			8%		
b. Terminations									
< 30 years old	2	7	9	0	5	5	1	4	5
30 – 50 years old	2	19	21	7	19	26	3	18	21
> 50 years old	9	16	25	11	20	31	17	17	34
Total terminations	13	42	55	18	44	62	21	39	60
Termination rate	5%			6%			6%		

Placement periods and internships leading to new hires

Activity	2024	2023	2022
Placement periods/ internships activated	36	29	27
Who were then recruited	6	6	7

Thanks to established relationships with schools and universities, as well as participation in major Career Days, the company connects with the best candidates every year. In 2024, Vimar also promoted research projects, dissertations, and internships, initiating a new collaboration with the Turin Polytechnic University and continuing its established activities with the University of Padua and the University of Trento.

Indeed, at these universities, Vimar organises annual seminars to present both the company and dissertation opportunities.

In parallel, Vimar has enhanced its visibility and promotion on social media channels and has also redesigned the “Work with us” section of the company website to offer candidates a simpler, clearer, and more accessible experience.



FOCUS ON

The onboarding process for new recruits

Vimar places great importance on the effective integration of new employees, with the goal of immediately conveying the company culture and fostering a quick and mindful transition into the work environment.

The onboarding process, supported by the People@Vimar platform, provides a comprehensive overview of the company, its values, policies, and available welfare services. In 2024, the programme was further enhanced with scheduled feedback meetings between the new hire, their manager, and the Human Resources Department.



Our commitment to the future (2025)

2024 activities

Our contribution to the SDGs

Further enhancing Vimar’s visibility on social media channels

- Restyled “Work with us” section of the company website;
- Strengthening relations with Universities and participation in career days;
- Implementation of a new onboarding process for new hires, supported by the People@Vimar platform.





Protecting employee health and safety

[GRI 3-3] [GRI 403-1] [GRI 403-7]

100%

of employees covered by an ISO 45001 certified management system

38%

the share of training hours dedicated to health and safety

>20 years

of safety certification

Vimar has always considered the health and safety of its employees to be fundamental. For over twenty years, the Company has adopted a safety management system that covers 100% of employees, managed by a dedicated department and certified according to ISO 45001:2018. By adopting an Organisation, Management, and Control Model that complies with Italian Legislative Decree 231/2001 and under the supervision of a Supervisory Body (SB), Vimar plays a front-line role in risk management, aligning itself with industry best practices. This approach also applies to external service and maintenance providers who access the company premises, to ensure compliance with the applicable regulations and Vimar regulations.

Risk prevention and management

[GRI 403-2] [GRI 403-3] [GRI 403-8] [GRI 403-9] [GRI 403-10]

Vimar carefully monitors the risks that may occur within the company, constantly updating assessments in keeping with the evolution of processes and activities. Prevention is central to risk management and is supported by dedicated software, which allows for the analysis and monitoring of risk factors and the preparation of the Risk Assessment Document (DVR). The DVR is compliant with current regulations and is updated at least every six months. In 2024, the **DVR was updated twice, with a review of over 500 aspects related to various risk factors**. Key topics included an updated analysis of work-related stress and a review of assessments related to noise, vibrations, and electromagnetic fields. Vimar has also enhanced its provision of **Personal Protective Equipment (PPE)**, ensuring its full adequacy in relation to the risks to be prevented and the ergonomic and health protection needs of workers.

Over the years, Vimar has fine-tuned **a structured system for collecting reports, information about potential hazards and risks, as well as suggestions for improvement relating to work activities**. Employees have several communication channels available, including “yellow boxes” for collecting paper reports, sending e-mails, drawing up periodic reports and reporting from the Worker Safety Representatives [Italian acronym RLS]). All reports are collected and recorded by the Prevention and Protection Service (Italian acronym SPP), which verifies their validity and, if necessary, initiates corrective actions. In 2024, most of the reports concerned potential hazardous situations and suggestions for improvement.

Last but not least, **monitoring health is entrusted to the company doctor**. Collaborating with the SPP, the company doctor conducts regular inspections of the work environments and performs preventive and periodic medical examinations, evaluating the suitability of workers for their assigned tasks and according to the health protocol. The doctor also contributes to the updating of the DVR and participates in the activities of informing workers about the risks present in the company.

In 2024, Vimar recorded 15 work-related injuries, 7 of which occurred on the way to or from work. The Italian National Institute for Insurance against Accidents at Work (INAIL) recognised

one case of occupational disease in an employee, but it was related to a pre-existing work condition from a former external company that Vimar had incorporated. Although not directly attributable to Vimar’s management, the situation was handled with the utmost attention and a sense of responsibility, in full compliance with the worker’s rights and current regulations.

GRI 403-9 | Accidents at work

	2024	2023	2022
a. Employees			
Number occupational accidents	8	6	6
Number of recordable accidents (including accidents on the way to or from work)	15	12	7
Number of accidents with serious consequences	0	0	0
Total hours worked by employees	1,693,453	1,640,939	1,573,162
Severity Index	0.2	0.2	0.1
Frequency Index	8.9	7.3	4.4
b. Non-employee workers			
Number of recordable accidents (including accidents on the way to or from work)	4	3	1
Number of accidents with serious consequences	0	0	0
Total hours worked by non-employees	194,617	235,763	210,845
Severity Index	N/A	N/A	N/A
Frequency Index	20.6	12.7	4.7

GRI 403-10 | Work-related ill health

	2024	2023	2022
a. Employees			
Fatalities as a result of work-related ill health	0	0	0
Recordable cases of work-related ill health	1	0	0
Main types of work-related ill health	Man. Load Handling	0	0
b. Non-employee workers			
Fatalities as a result of work-related ill health	0	0	0
Recordable cases of work-related ill health	0	0	0
Main types of work-related ill health	0	0	0

The culture of safety

[GRI 403-4] [GRI 403-5]

In 2024, of the more than 35,440 hours of training provided, around 38% were devoted to environmental and safety issues. Most of the time was spent on training new recruits or those changing job duties and on the use of PPE (78%), followed by training provided for first aid and emergency team personnel (8%).

Total hours of training delivered and total hours of Environment and Safety training

	2024	2023	2022
Total hours of training on the Environment and Safety	13,565	15,630	14,223
Total hours of training provided	35,442	32,727	24,391

Detail of training hours no. persons trained

	2024		2023		2022	
	Hours	People trained	Hours	People trained	Hours	People trained
Training of new recruits / job duty changes / PPE	10,650	173	13,005	394	5,658	115
State-Regions Agreement (general/specific/managers/executives)	595	176	782	143	5,001	1,014
First aid and fire prevention and emergency management team	1,154	229	652	118	1,643	451
Electrical work	32	2	500	33	965	146
Other environment and safety training	661	236	349	64	612	214
In-house operating instructions training	141	58	215	199	204	148
Work equipment	412	103	128	20	142	14



FOCUS ON

Promotion of worker health

Among the training initiatives promoted during the year, a project created in collaboration with a spin-off from the University of Padua deserves special attention. The programme was designed to promote employee well-being through targeted physical exercises and self-assessment techniques. These are effective tools for both preventing musculo-skeletal disorders related to work and for improving overall physical and mental well-being. The course received very positive feedback from participants, confirming the effectiveness of the adopted approach.





Employment, value and support for the local territory

[GRI 3-3]

The ability of a territory to stand out for its excellence and attractiveness depends on how lively its social and business fabric is. Valuing local skills, supporting training schemes in collaboration with educational institutions, and promoting regional activities are strategic levers not only for developing local businesses but also for creating long-term value.

In the heart of Marostica, supporting the community

[GRI 202-2]

Vimar contributes to the development of the local territory by enhancing local skills and professionalism. **53% of senior managers come from or reside near Marostica, demonstrating how deeply rooted the company is in the local area.**

GRI 202-2 | Proportion of senior management hired from the local community

Activity	2024	2023	2022
Total senior managers	85	80	85
Senior managers hired from the local community	45	43	43
Senior managers hired from the local community (%)	53%	54%	51%



>100

associations and local bodies supported with direct contributions

488

scholarships awarded to children of employees over the three-year period

53%

the share of locally sourced Senior Managers



FOCUS ON

Investing in the skills of the future

Vimar has always promoted projects in collaboration with schools and universities, not only to contribute to the development of skills for today and tomorrow, but also to give a tangible sign of how important it is for the company to maintain a continuous dialogue with young people. In 2024, there were numerous opportunities for discussion with students: **the company hosted approximately 420 students from 12 different institutions, including secondary schools, universities, and business schools.**

What's more, in order to promote the development of the most deserving youths, **Vimar awards scholarships each year** for the children of its employees who attend secondary schools and higher education establishment or a university faculty. **Over the last three years, a total of 488 scholarships have been awarded, with 182 of them in 2024 alone.**

Scholarships awarded

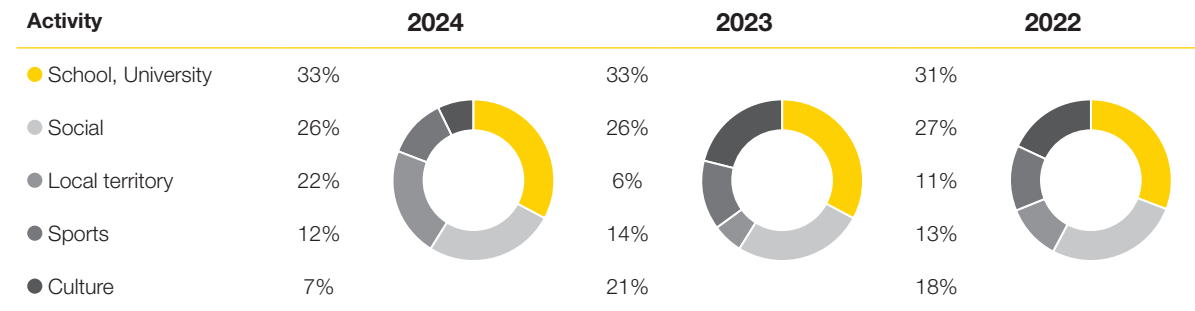
	2024	2023	2022
Middle school	8	8	6
Secondary school	103	107	73
University	71	62	50
Total	182	177	129

The company further demonstrates its commitment to education by supporting the "City of Marostica Scholarships" project, promoted by the Municipality of Marostica, which rewards the most deserving students residing in the city.



The company's commitment to society is also demonstrated by its **support for over 100 local associations and organisations**. This is done by providing annual contributions to promote initiatives and collaborations that benefit local communities. During 2024, Vimar directed 33% of its contributions towards education, working together with local schools, universities and technical higher education establishments to promote the development of high-level skills and know-how. Additional 26% of resources have been allocated to support projects with a high social impact – with the aim of generating positive and tangible spillovers for the local community. The remaining share has been used in projects to enhance the territorial identity of Marostica (22%), as well as in sports (12%) and cultural initiatives (7%).

Contributions to the local territory by category of intervention



Vimar also supports numerous social projects, including the activities of the Associazione Circolo Pensionati Vimar (Vimar Pensioners' Club Association) for former employees, as well as awareness-raising initiatives on health and prevention issues. These include support to the Lega Italiana per la Lotta contro i Tumori (Italian Cancer Research association) and participation in the Le Scarpette delle Formiche non-profit Association. Finally, the company's commitment also extends to sports, through its employees' participation in Win:Win, the most important inter-company tournament in the area, and its support for the Marostica athletics team.

FOCUS ON
The value of culture

Vimar is dedicated to promoting the historical and cultural heritage of the local territory, enhancing and preserving it. For nearly 80 years, the company has supported the historic game of chess, the occasion that has made the city of Marostica and its traditions famous all over the world, during which chess "comes to life" in the main square of the city re-enacting the passionate love story of the daughter of the lord of Marostica castle, Lionora, and two young men, Rinaldo d'Angarano and Vieri da Vallonara, both competing for her hand in marriage.

In addition to its continued support for the Associazione dei Musei e dei Monumenti di Bassano (Bassano Association of Museums and Monuments), in 2024, Vimar helped enrich the local artistic heritage by participating in the acquisition of *Portrait Of A Military Commander In Armour*, by Jacopo Bassano. The painting is now part of the permanent collection of the Civic Museum of Bassano, alongside other masterpieces by great artists such as Canova, Guariento, Tiepolo, Artemisia Gentileschi, Magnasco, and Hayez.



Ethics and transparency across the value chain



> Sustainability in the supply chain

Secure and local supply

> Customer satisfaction

Customers at the core



We generate shared value through responsible relationships along our value chain, with a constant focus on the needs of the customer.

Secure and local supply

~2,000

partner companies involved in the supply chain

67%

the share of direct supply expenditure directed to nationwide partners

3,916

training hours for the sales force



Sustainability in the supply chain

[GRI 3-3]

The electronics sector has, over the years, developed global supply chains that are often tied to raw materials and components from developing countries. This exposes the industry to the risk of unexpected disruptions, as well as significant and sudden price fluctuations.

Secure and local supply

[GRI 204-1]

Vimar boasts a broad, responsive and secure supply chain, which comprises approximately 2,000 partners, adopting an approach aimed at minimising operational risks and maintaining the highest quality standards. For this very reason, the company invests in long-term relationships with its suppliers and pays particular attention to controlling incoming goods, requiring the necessary certifications to ensure that every product meets its supply standards.

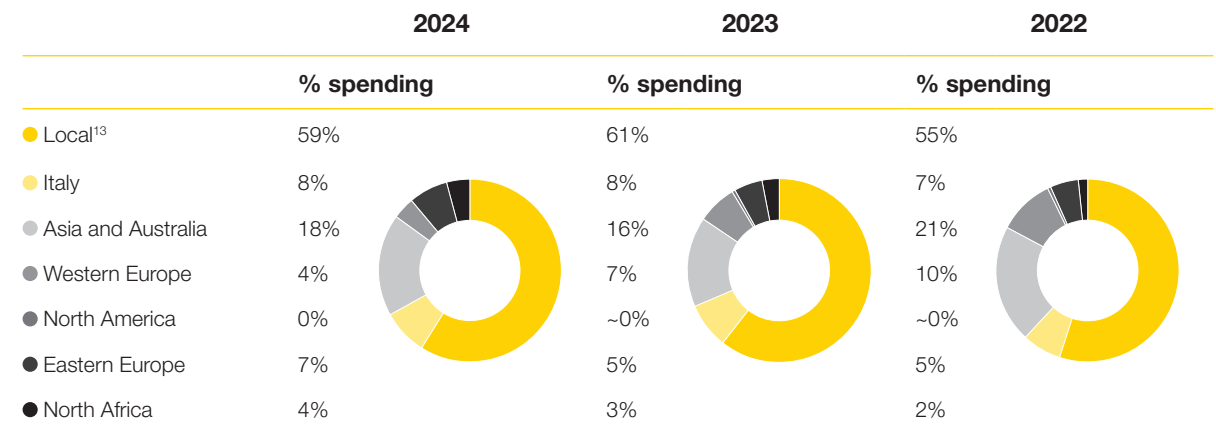
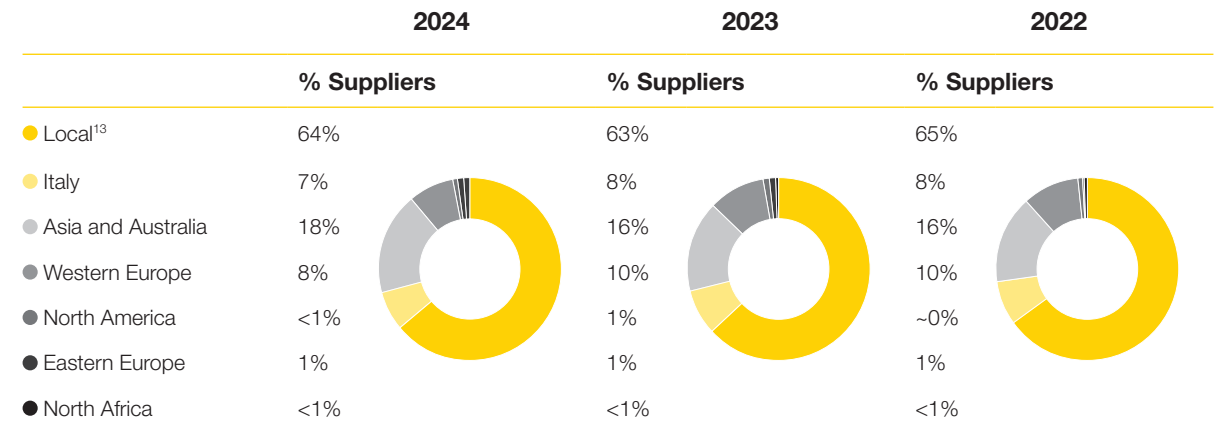
Vimar ranks its suppliers according to the products and services they offer.

> **Direct suppliers, which make up 24% of the total, supply strategic raw materials for the production process**, such as metals, plastics and paints. This category accounted for 62% of the company's total procurement expenditure (approximately €73 million of over €116 million spent overall) in 2024.

> **Indirect suppliers, who account for 76% of the total, provide services or materials indirectly part of the production cycle**, such as consulting, advertising, technical support and transport, as well as goods such as hardware, moulds, vehicles and stationery. Spending in this category has reached about 38% of the total in the last year.

Consistent with the past two years, approximately three out of four (71%) direct suppliers in 2024 were located in Italy, ensuring a stable and continuous supply. The strategic decision to prioritise geographic proximity not only allows for the reduction of environmental impacts and easier control activities but also helps consolidate long-term relationships that contribute to the company's growth and value.

204-1 Proportion of spending on local suppliers



Outside the national borders, Asia, and China in particular, is Vimar's most significant region (18% of suppliers and 21% of spending), as it is a strategic region for the supply of electrical components.



¹³ Suppliers whose operational headquarters are located within a radius of approximately 200 km from Marostica are considered as local.

Procurement quality

[GRI 403-7]

Vimar monitors the quality of the products and services offered by its business partners, subjecting the incoming material to laboratory tests in specific cases to ensure compliance with the requirements of European REACH (Regulation on Registration, Evaluation, Authorization of Chemicals) and RoHS (Restriction of Hazardous Substances Directive) regulations. In addition, the evaluation procedure for direct partners is based on performance and favours the presence of certified management systems in the areas of Quality (ISO 9001), Environment (ISO 14001) and Safety (ISO 45001).

Throughout the year, the company continued its warehouse inventory optimisation efforts that began in previous years, using advanced management software and production planning based on scenario analysis and simulations. This approach allowed for greater inventory control: even with an increase in revenue, stock levels were reduced.



Vimar has always focused on meeting customer expectations by ensuring consistent production times and product delivery. This approach, which is appreciated by its business partners, highlights how proactive and in tune with market dynamics the company is.

These results were also made possible by adopting a preventive approach based on "Risk Based Analysis," which correlates internal and external factors to prevent and mitigate risks along the entire supply chain. **Vimar in fact makes use of a model for assessing the ability of suppliers to continue to deliver the required products or services – that is, their 'adequacy'.**

The model is based on 4 parameters.

- **Supply**, which measures dependency on one or more suppliers – a key parameter, especially for technologically advanced products or critical raw materials.
- **Substitution**, which quantifies how easily a partner can be substituted or supported by a second source of supply in the event of need, by evaluating the distinctiveness of technical specifications and expertise offered by the current supplier.
- **Country Risk**, which assesses opportunities and external threats related to supply stability according to the four-pronged PEST approach (Political, Economic, Social, and Technological).
- **Vendor rating**, which gives each direct supplier a score in relation to the logistics and quality performance recorded, as well as whether they are in possession of certifications issued by Accredited Bodies.

The adoption of this model has fostered greater synergy between warehouses and operational resources, generating economies of scale, optimising costs related to stock, and improving the management of demand peaks. This has resulted in greater customer satisfaction, a constant alignment of supply with market needs, and an increase in productivity, thanks to data integration and real-time information updates.

Our commitment to the future (2025)	2024 activities	Our contribution to the SDGs
<p>Include environmental and social criteria in supplier evaluation, selection and management systems in keeping with industry best practices to promote the sharing of sustainability values across the supply chain.</p>	<ul style="list-style-type: none"> • Supplier evaluation is also based on the presence of certified management systems for the environment (ISO 14001) and safety (ISO 45001). 	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  <p>8 LAVORO DEGNO E CRESITA ECONOMICA</p> </div> <div style="text-align: center;">  <p>9 IMPRESE INNOVAZIONE E INFRASTRUTTURE</p> </div> </div>





Customer satisfaction

[GRI 3-3]

>100 Countries

users reached by the Vimar line-up across the world

4.6/5

Vimar's ranking in the Net Promoter Score for the MyHelp service

200

sales network employees

In 2024, the European Union approved the Green Claims Directive, which aims to empower consumers in the green transition - a decisive step toward strengthening their rights. Specifically, the Directive seeks to combat unfair commercial practices and provide useful tools for making more informed and sustainable purchasing choices, while also promoting greater transparency and accountability from businesses.

At the same time, in a context increasingly focused on sustainability, customer satisfaction is a key indicator not only of commercial success and the quality of products and services offered, but also of how effectively a company has listened and responded to the end consumer's expectations. A satisfied customer strengthens their loyalty over time and helps build a solid reputation. This is particularly relevant in sectors like electronics, electrical engineering, and home automation, where solutions must combine technical performance and environmental efficiency while also improving the quality of life. For these innovations to spread on a large scale, it is essential that they arise from a continuous dialogue with the people who use them.

Customers at the core

Vimar operates in more than 100 countries with 8 branch offices and an Italian network of about 200 employees, who are active throughout the country to meet customer needs. In Italy, Vimar's sales network manages relationships with customers in the professional channel, especially electrical wholesalers, and, with dedicated facilities, also with professionals of the supply chain (indirect distributors, installers, designers, architects, and construction/property companies). At the same time, it also works with specialised large-scale distribution retailers that sell to expert DIY end consumers. Abroad, in addition to the sales branches that manage their respective territories, Vimar collaborates with local importers and distributors actively to support local industry professionals.

To ensure that its products and services meet the needs of a constantly evolving market, Vimar maintains an active dialogue with its sales force, aiming to promptly capture perceptions and signals from the market. In 2024, the company interviewed hundreds of industry professionals and conducted research on end users and thousands of respondents to understand users' needs.

Vimar offers a structured, customer-oriented service designed to maximise the benefits of using its products and to generate a positive impact on the entire system. For this reason, it guarantees full support, providing all the necessary information and tools for the correct use of Vimar solutions. In particular, the company:

- > **promotes the conscious use of products**, providing specific instructions for safe installation and use, with specific guidance on how Vimar systems can contribute to home comfort while optimising energy consumption.

- > **provides customers with full product information and its history**, tracing the phases of market entry and ensuring high-quality standards; each device in the Smart Home & Building systems has a serial number that allows it to be traced along the supply chain. Thanks to the View Pro and View Wireless applications, customers can register their products, simplifying system management, assistance, and monitoring.
- > **offers constantly updated support tools**, including the website, which acts as a true information hub where customers can easily access technical content, reference regulations, and precise answers to all their needs.

The support provided by the company also extends to the after-sale phase and is provided by a team of experts who offer timely consultation and support, including for the selection, installation, and configuration of products. Additionally, Vimar offers 1 to 3 extra years of warranty, beyond the minimum 2 years required by law. By registering their Smart Home & Building products in the View Pro and View Wireless Apps, installers are entitled to an additional year of warranty on top of the standard 3 years.

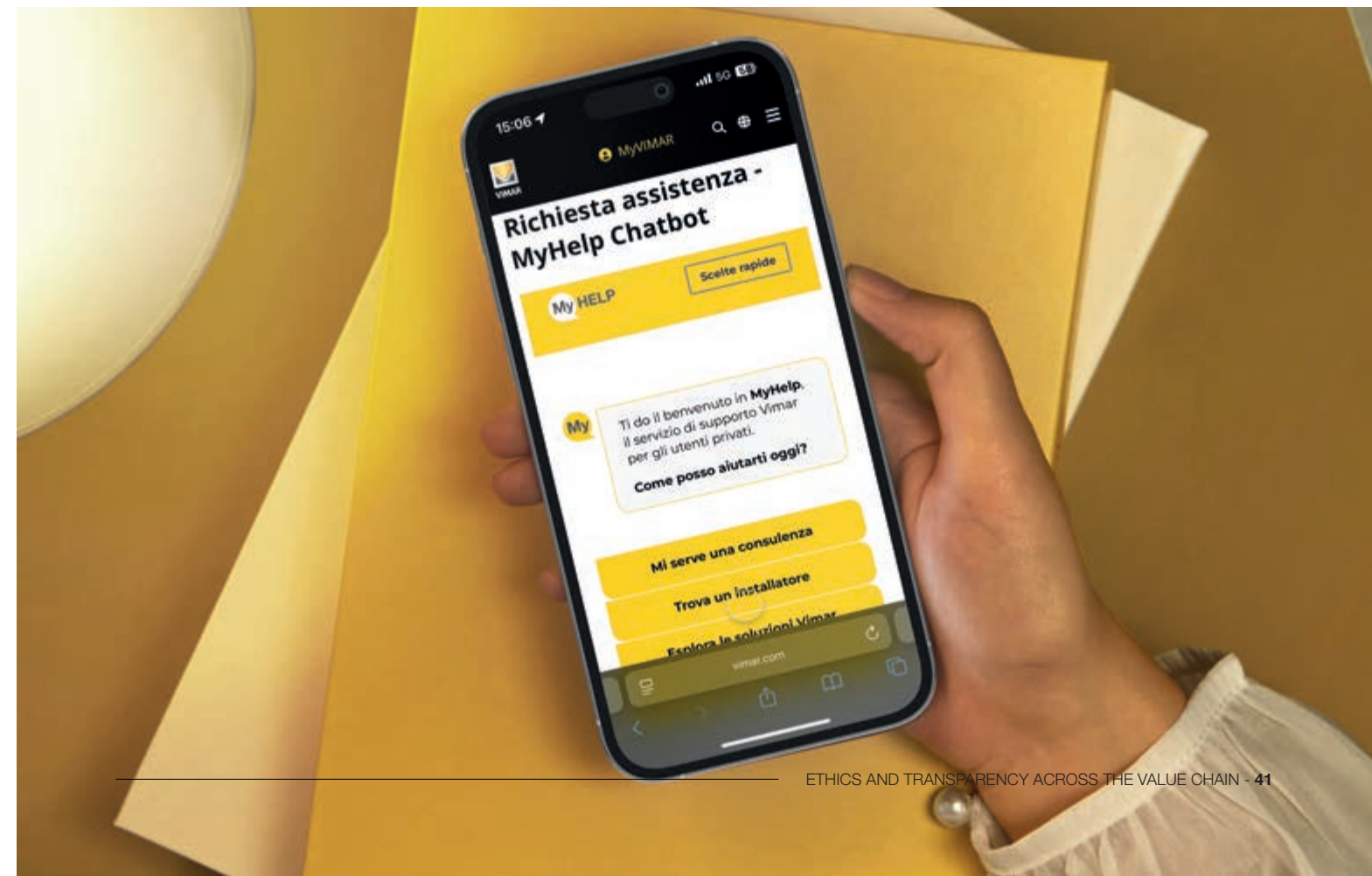


FOCUS ON

Support for our customers

Vimar's website plays a crucial role in providing user support. The MyHelp feature, located on the homepage, is a direct and effective communication channel that guides private users in their search for products and solutions. Over the years, MyHelp has received positive feedback, with about **24,000 single users** in 2024 and more than **1,500 interactions through the Live Chat service**, earning an **NPS score of 4.6 out of 5**. MyHelp provides guided navigation of the website, allowing users to access various services, including the Smart Home Configurator, which lets them personally design their home system, and the ability to locate a qualified installer in their area.

In 2024, qualified assistance technicians managed approximately 109,000 contacts, 27% of which were through digital channels, helping to keep the number of warranty service calls stable. This result is also thanks to the more than 3,916 hours of training that Vimar provided to its sales force and to the operators on the market.



Responsible production processes



> Energy efficiency and emission reduction

Green energy

> Research and Innovation

Cross-cutting innovation and integrated skills



We seek and implement innovative techniques for a production process with a low environmental impact.



Energy efficiency and emission reduction

[GRI 3-3]

With the Green Deal, Europe is leading the sustainable transition, promoting environmental transparency and guiding the choices of customers and investors. Within this framework, the Clean Industrial Deal aims to support the decarbonisation of European industry through targeted investments, innovation, and regulatory tools to support companies committed to the green transition. Energy efficiency and a reduced dependence on non-renewable sources are thus becoming strategic levers to improve competitiveness and lower operating costs.

In this scenario, Vimar has embarked on a journey towards greater energy independence, focusing on self-production and improved efficiency.

Green energy

[GRI 302-1] [GRI 302-3] [GRI 302-4] [GRI 305-1] [GRI 305-2] [GRI 305-5]

In 2024, Vimar consumed approximately 78,759 GJ of energy, approximately 6% of which were self-produced from renewable sources.

GRI 302-1 | Energy consumption within the organisation (GJ)¹⁴

GRI 302-3 | Energy intensity (MJ/tonne per hours of work)

	2024		2023		2022	
	GJ	MJ/h worked	GJ	MJ/h worked	GJ	MJ/h worked
Direct energy consumption	26,863	16	26,174	16	27,880	15
of which Diesel consumption	11,377	7	8,471	7	8,052	4
of which LPG consumption	-	-	-	-	-	-
of which Petrol consumption	2,676	2	5,544	2	6,335	4
of which Natural Gas consumption	12,810	8	12,160	10	13,493	7
Indirect electrical energy consumption	51,896	31	52,067	32	53,820	29
of which energy from renewable sources	5,064	3	5,215	3	5,456	3
of which energy from non-renewable sources drawn from the mains	46,832	29	46,852	29	48,364	26
Total energy sold¹⁵	1,206	1	1,049	1	900	0
Total energy consumed	78,759	47	78,240	47	81,700	44

>1.7 GWh

energy produced by photovoltaic systems

20%

elevated energy consumption efficiency over the last 5 years

1,775 tCO₂

emissions avoided since the baseline year (2018)

In 2024, Vimar's direct (Scope 1) and indirect (Scope 2) CO₂ emissions totalled 5,866 tonnes.

These results stem from a continuous commitment to energy efficiency, the adoption of increasingly efficient systems and technologies, and the use of self-produced renewable energy. In 2024, Vimar expanded the photovoltaic system at the Corso della Ceramica plant by adding 264 kWp of installed capacity,

with an estimated annual production of about 295,000 kWh, enough to cover over 30% of the plant's energy needs. Furthermore, the company fleet - composed of 58 hybrid and 4 electric cars - allowed for a total saving of 30.5 tonnes of CO₂.

GRI 305-1 | Direct GHG (greenhouse gas) emissions - Scope I

GRI 305-2 | Indirect GHG (greenhouse gas) emissions - Scope II

	2024		2023		2022	
	tCO ₂	kg CO ₂ / h worked	tCO ₂	kg CO ₂ / h worked	tCO ₂	kg CO ₂ / h worked
Total direct emissions (scope 1)	1,762	1	1,743	1	1,821	1
Direct emissions from combustion in stationary sources (diesel)	5	-0	5	-0	3	-0
Direct emissions from combustion in stationary sources (methane)	719	-0	706	-0	784	-0
Direct emissions from company fleet (diesel)	840	-0	604	-0	572	-0
Direct emissions from company fleet (petrol)	172	-0	401	-0	458	-0
Fugitive emissions	27	-0	27	-0	4	-0
Indirect emissions resulting from energy consumption (location based)	4,098	2	4,099	2	4,232	3
Total emissions (scope 1 and scope 2)	5,866	3	5,842	3	6,053	4



¹⁴ The values presented have been subject to a reclassification to make the 2023 and 2021 tax years more comparable

¹⁵ The total energy sold originates from renewable sources

In addition to producing energy from renewable sources, **Vimar's efficiency measures over the last three years have resulted in a total saving of around 4,095 GJ of energy.**

GRI 302-4 | Reduction of energy consumption¹⁶

	2024		2023		2022	
	GJ saved	Δ baseline	GJ saved	Δ baseline	GJ saved	Δ baseline
Photovoltaic system installation	-	-	343	- ~0.5%	-	-
Optimised geothermal system management	-	-	-	-	600	-1%
Revamping of LED lighting systems	-	-	-	-	909	-1%
Optimised thermal consumption management	-	-	498	- ~0.6%	-	-
Expansion of photovoltaic system	708	-1%	-	-	-	-
Replacement of hydraulic presses and granule distribution system in the moulding department	489	-1%	-	-	-	-
Total	1,197	-2%	1,389	-1%	1,509	-2%

GRI 305-5 | Reduction of GHG (greenhouse gas) emissions¹⁷

	2024		2023		2022	
	tCO ₂	Δ baseline	tCO ₂	Δ baseline	tCO ₂	Δ baseline
Photovoltaic system installation	-	-	30	-1%	-	-
Optimised geothermal system management	-	-	-	-	25	-1%
Revamping of LED lighting systems	-	-	-	-	79	-2%
Optimised thermal consumption management	-	-	29	-1%	-	-
Expansion of photovoltaic system	62	-2%	-	-	-	-
Replacement of hydraulic presses and granule distribution system in the moulding department	43	-1%	-	-	-	-
Total	105	-3%	59	-2%	104	-3%

¹⁶ 2018 performance (75,770 GJ) was chosen as a reference baseline

¹⁷ 2018 performance (3,962.7 TCO₂) was chosen as a reference baseline



FOCUS ON

A cutting-edge production plant

Among its various departments, the moulding department - by its very nature one of the most energy-intensive - is at the heart of Vimar's commitment to energy efficiency. This focused attention reflects the company's desire to tackle current challenges with concrete solutions, turning every action into an opportunity for growth and improvement.

For this reason, **in 2024, the department was the subject of numerous targeted interventions**, aimed at reducing consumption, optimising processes, and promoting an increasingly sustainable approach to production.

These included the installation of a new **system for the transport and distribution of plastic granules**. This significant investment has led to a dual benefit: one the one hand, a considerable energy saving, and on the other a significant increase in operational efficiency, as the new system can serve a significantly higher number of machines.

Vimar's commitment continued with the **purchase of 6 new presses, 4 of which are fully electric and 2 are**

hybrid, to replace a corresponding number of hydraulic presses that had been in use for about twenty years. The previous injection moulding machines required a liquid cooling system, which resulted in heat dispersion and high energy consumption. The new presses, however, do not generate heat (except for that related to the mould) and do not require oil, thus eliminating both the environmental impact of oil replacement and the risk of fire. This choice allows for an energy saving of up to 80% compared to the previous technology. Specifically, it is estimated that the new presses will reduce the moulding department's overall consumption by 8%.

Lastly, Vimar invested in a **cooling system** for the department. The system, which will become operational in 2025, responds to a request made directly by employees, with the goal of ensuring a more comfortable environment during the summer months. This intervention concretely improves working conditions, contributing to employee well-being and overall productivity.

Our commitment to the future (2025)

2024 activities

Our contribution to the SDGs

Promoting projects which focus on energy efficiency and on reducing emissions, while increasing the use of renewable sources. Reporting of greenhouse gas (GHG) emissions produced by company activities, expressed in terms of carbon dioxide equivalent.

- Expansion and activation of the 264kWp plant at the Corso della Ceramica plant



GENIALE and AI4IoT

the projects carried out with the University of Padua

>200

patents registered by Vimar in over 79 years of business

View Wireless

the solution for a smart home, which is twice as smart yet which consumes half as much energy



Research and Innovation

[GRI 3-3]

With the recent **5.0 Transition Plan**, the Italian Government has renewed its commitment to the technological innovation of the industrial sector, supporting the digital and energy transformation process of businesses, in line with the measures of the **REPowerEU** plan. Digitisation and automation can in fact make a key contribution to efficiency, productivity, and new product development – especially in sectors such as the electrical and electronic industry, which have become increasingly competitive due to the entry of new players from other countries and sectors.

Innovation is an integral part of the Vimar product research and development process. Not only does it allow for the creation of new solutions but also for the evolution of established ones, integrating them with cutting-edge features. With this in mind, Vimar is constantly strengthening its expertise in developing industrial products and processes, collaborating with specialised partners when necessary. This expertise allows for the customised adaptation of machinery and production lines, maintaining direct control over the entire production cycle.

Cross-cutting innovation and integrated skills

Thanks to its long-standing experience gained in the industry, Vimar is in a position to interpret and respond to the needs of a dynamic market, offering innovative, technologically advanced products that are both accessible and easy to use. At Vimar, innovation is born first and foremost from carefully listening to the customer, who is considered the most important source of research and development.

The Research & Development Department, which is made up of more than 100 engineers, handles device design from both an electronic and a mechanical perspective. In 2024, Vimar strengthened its commitment in this area by expanding its staff and the space dedicated to electronics at the Padua headquarters. Electronic **R&D skills** include electronic board design, software and firmware development, smartphone App and cloud architecture development, including skills in Artificial Intelligence, User experience and User Interface, Audio and Video Processing, and analogue wired bus, digital and wireless data transmission. Thanks to its interdisciplinary approach, the department overcomes the limitations of a sectoral vision, exploring new ideas and concepts without ever losing sight of its fundamental goal: the quality of its work. To this end, the Electronic R&D Department enlisted a specialised company to evaluate tools and procedures using the ASPICE methodology, with the aim of measuring and optimising the quality of the product development process. The R&D Department also manages mechanical design, ensuring integration with the electronic components and compliance with regulations. Coordinated by the Engineering Department, the R&D teams adopt an integrated approach that combines various skills to develop innovative, high-quality solutions that are ready to meet market challenges.



FOCUS ON

Generative AI in the Company

In 2024, following the start of a journey to introduce Generative Artificial Intelligence across different company areas, a sector-specific pilot project was launched to test four generative AI solutions for code writing. The project involved the Electronic R&D, Web Marketing, and Computing Systems departments.

The encouraging results of these initial trials have paved the way for broader use: today, employees can request authorised access to Generative AI tools to provide targeted support for their day-to-day activities.

Intangible value

Since 1945, Vimar has been transforming its positive energy into innovation, with **over 200 patents** filed as a testament to its continuous commitment to the research and development of cutting-edge solutions. Through strategic collaborations, it expands its expertise and resources, contributing to the design, development, production, and marketing of state-of-the-art solutions.

Innovation is fuelled by constant dialogue with some of the best national universities and research centres, with the goal of identifying, developing, and integrating cutting-edge technologies into products and production processes. A tangible example is the long-standing partnership with the University of Padua, and more specifically with the Faculty of Electronic Engineering and Industrial Engineering, with whom Vimar has launched research projects on innovative methodologies and solutions for the optimisation of industrial processes. Additionally, every year the company organises seminars in the field of electronics at the universities of Padua and Trento. The Company also works together with important partners, in order to devise innovative applications for its products in unconventional contexts.



FOCUS ON

Innovative projects in partnership with the University of Padua

> In 2024, GENIALE was created, a project in partnership with two teams of students from the Computer Science degree programme at the University of Padua, as part of the software engineering laboratory. The name, an acronym for **GEN**erative Intelligence **Artificial Live Expert**, clearly expresses the initiative's purpose: to develop an innovative tool to support internal activities, capable of providing text and graphic answers to company questions and research using artificial intelligence. The development activities continued in parallel with an internal research project, also supported by internships in collaboration with the University of Trento, with the goal of defining a valid prototype for subsequent implementation of the solution.

> The growing spread of cyberattacks on IoT devices has highlighted the need to ensure their security from the development stages. Companies, in fact, try to identify the vulnerabilities (Common Vulnerabilities and Exposures, CVEs) of all the components (Software Bill of Materials, SBOMs) that make up a software application. However, this information is often distributed across multiple public and proprietary databases, making the process difficult to automate. This scenario led to the creation of **AISe-c4IoT**, a project carried out by Vimar in partnership with the University of Padua and sponsored by Unimpresa, with the goal of **developing solutions for the secure management of IoT devices**. In the first phase, the project involved creating a knowledge base to evaluate the tools currently available for the automatic identification of CVEs. Subsequently, the goal is to create a solution capable of also recognising vulnerabilities present only in proprietary databases and, finally, to develop a system for assigning risk and similarity scores, thus simplifying and speeding up the triage of vulnerabilities.

Responsible resource management



> Circular economy, eco-design, and sustainable packaging

Eco-compatible design

Vimar's production processes

Packaging with reduced environmental impact



We carefully evaluate raw materials and manage resources with a circular approach.



Circular economy, eco-design and sustainable packaging

[GRI 3-3] [GRI 306-1] [GRI 306-2] [GRI 306-5]

As from 18th July 2024, the **Ecodesign for Sustainable Products Regulation (ESPR)** is in effect, a new EU regulatory framework to promote more sustainable and circular products. Part of the **2020 Circular Economy Action Plan**, the ESPR aims to make products more durable, repairable, and efficient, reducing waste and planned obsolescence from the design stage. The regulation requires manufacturers to repair technically repairable products, contributing to the EU's goals of energy efficiency, emission reduction, and doubling the circularity rate by 2030. In this context, highly complex sectors like the one Vimar operates in require an integrated approach, made necessary by the delicacy of the components, which demands careful management throughout the entire life cycle - from design to end-of-life - including not only the product but also its accompanying packaging.

Eco-compatible design

Sustainability is a key factor for Vimar's competitiveness, and the company has always integrated it into its business decisions. This approach has allowed Vimar to respond promptly to both growing consumer awareness and the evolution of an increasingly rigorous regulatory landscape.

Within this context, the **Profilo Ambientale di Prodotto** (Product Environmental Profile, PEP), plays a significant role as it is a key tool for communicating the environmental performance of a product throughout its life cycle. It is a voluntary certification, issued by a third party based on a Life Cycle Assessment (LCA). To this end, Vimar is preparing by implementing an internal platform.

In 2024, Vimar confirmed the number of PEP Ecopassport® certified products, continuing to cover 36% of the company's turnover.

Total number of PEP certified products and turnover generated by them

Activity	2024	2023	2022
PEP certified products	174	174	104
Value of products sold covered by PEP certification out of the total	36%	36%	30%

97%

the portion of **waste directed to reclaiming and recycling**

-50%

the **portion of hazardous waste directed to disposal** in the last 3 years

100%

packaging **solutions** designed to be **recyclable**

PEP ecopassport®

to measure the **environmental impact** of all major product categories

ISSC PLUS

the certification obtained by **Linea**, the **first series in the world certified to this standard**

>20 years

of **environmental certification**



FOCUS ON

The award-winning Linea

In 2024, Vimar received numerous awards for **Linea**, its **first ISCC+ certified wiring series**. This certification guarantees the traceability and sustainability of raw materials, components, and finished products throughout the entire value chain. Thanks to the use of plastics from renewable sources and recycled materials, optimised production processes, efficient volume management, and the use of FSC-certified eco-friendly packaging, this product allows for a reduction in equivalent CO₂ emissions exceeding 80%.

In this area, the company was recognised by **Radici Future 2030** for its active commitment to a more sustainable and responsible future. The technical-scientific committee acknowledged Vimar as a virtuous example, appreciating

the innovative process adopted in selecting plastic raw materials derived from renewable and recycled sources with corresponding positive environmental impacts.

Additionally, during the year, the international jury of the **Compasso d'Oro Award** - the oldest and most prestigious Italian design award, established in 1954 and one of the most authoritative internationally - bestowed an esteemed **Honourable Mention** upon Linea, including it in the ADI Historical Collection of the Compasso d'Oro. The award celebrates Linea's ability to combine sophisticated aesthetics with innovative technological solutions, sustainable design choices, and numerous patents that attest to its originality.



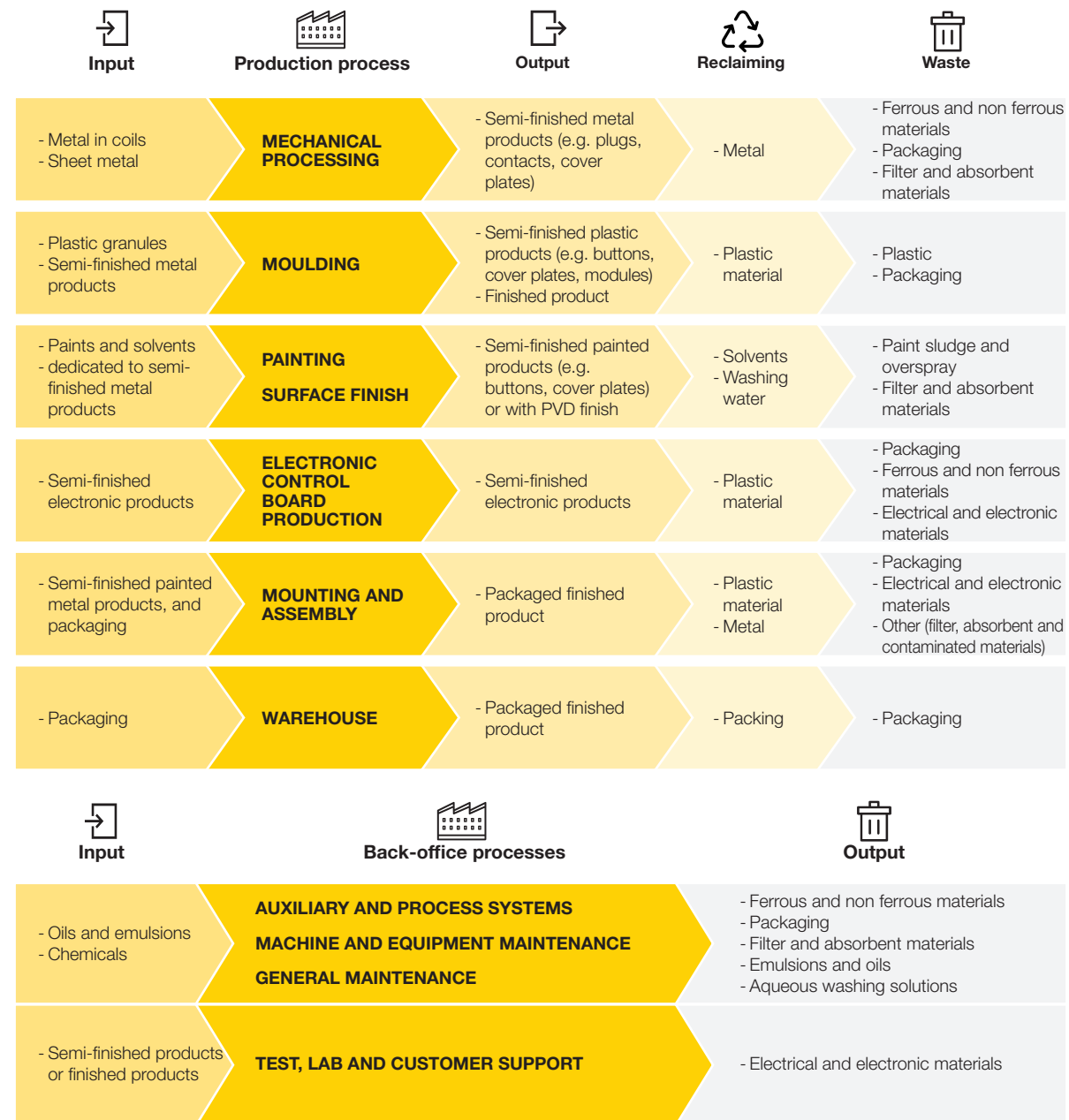
Vimar's production processes

[GRI 301-1] [GRI 301-2] [GRI 306-3] [GRI 306-4]

Vimar has a **UNI EN ISO 14001:2015 certified Environmental Management System** which entrusts the Environment and Safety Department with the coordination of all activities related to waste management and environmental protection.

The company has designed its production processes in a circular way, to minimise the consumption of raw materials and promote internal reclaiming through the use of recycled materials. This objective is pursued through a customised approach, based on a detailed analysis of the specific processes, operations, and material flows for each plant.

Figure 1. Internal raw material flows, production processes and end products broken down by plant

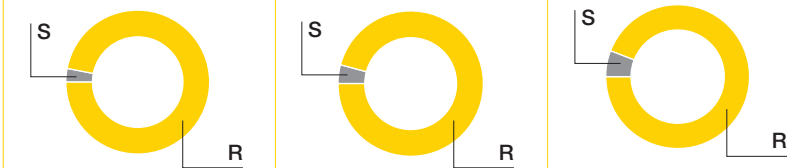


In 2024, on average, 97% of the total waste produced by Vimar was sent for reclaiming and recycling (in 3 out of 4 plants, the percentage of reclaiming was 100%). This was achieved through a thorough internal process of analysis and classification of waste generated, specific projects aimed at reducing and reclaiming materials, as well as personnel training and engagement.

Most of the waste generated is non-hazardous (79%) and a residual share is hazardous waste, which requires specific reclaiming processes. The main categories of waste are packaging and ferrous waste.

GRI 306-3 | Waste generated (tonnes)

Waste composition	2024			2023			2022		
	T	R	S	T	R	S	T	R	S
Ferrous and non ferrous materials	272	272	-	367	367	-	363	363	-
Packaging	385	385	-	377	377	-	328	328	-
Oils and oil emulsions	181	181	-	155	155	-	171	171	-
Paint sludge and overspray	67	50	17	49	33	16	59	25	34
Electrical and electronic equipment	67	67	-	52	52	-	59	59	-
Plastic material	137	137	-	61	61	-	47	47	-
Aqueous solutions	15	-	15	26	-	26	32	-	32
Green maintenance	12	12	-	14	14	-	19	19	-
Filter, absorbent and contaminated materials	8	8	-	8	8	-	9	9	-
Other	30	28	2	42	38	3	1	1	-
Grand total	1,176	1,141	35	1,151	1,105	45	1,088	1,022	66
% of annual tot	100%	97%	3%	100%	96%	4%	100%	94%	6%



T = Total R = Reclaiming D = Disposal

GRI 306-4 | Waste diverted from disposal (tonnes)

	2024 To an external site	2023 To an external site	2022 To an external site
Non hazardous waste	901	908	831
Preparation for re-use (regeneration/reclaiming)	-	-	-
Recycling	768	780	708
Other reclaiming operations	133	128	123
Hazardous waste	241	197	191
Preparation for re-use (regeneration/reclaiming)	181	155	171
Recycling	6	9	14
Other reclaiming operations	54	33	6
Total	1,143	1,105	1,022

GRI 306-5 | Waste directed to disposal (tonnes)

	2024 To an external site	2023 To an external site	2022 To an external site
Non hazardous waste	28	27	56
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	-	-	14
Sent to landfill	-	-	-
Other	28	27	42
Hazardous waste	5	18	11
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	5	15	5
Sent to landfill	~ 0	3	-
Other	-	-	6
Total	33	45	67

37% of the materials used by Vimar are recycled, while 20% of the materials used in the production and packaging of products are renewable materials.

GRI 301-2: Recycled input materials¹⁸

	2024 Tonnes	2023 Tonnes	2022 Tonnes
Total recycled materials used	1,921	1,669	1,166
Total materials used	5,230	4,981	5,202
% recycled materials used	37%	33%	22%

GRI 301-1: Materials used by weight¹⁹

	2024		2023		2022	
	Tonnes	%	Tonnes	%	Tonnes	%
Renewable materials	1,040	20%	879	17%	940	18%
Non-renewable materials	4,190	80%	4,102	83%	4,262	82%
Total weight of materials used	5,230	100%	4,981	100%	5,202	100%

**FOCUS ON****An integrated model for internal material management**

Vimar has adopted a virtuous approach to internal material reclaiming. A significant example is the plastic extruder, which only in 2024 led to the reclaiming of about 96 tonnes of material. The process involves processing granules from the granulator, generating up to 100 kg/hour of extruded material, which is then mixed with virgin raw material in percentages ranging from 15% to 35%. Thanks to mould optimisation, the scrap incidence has been reduced to 4.5% of the total weight of the moulded parts.

During the year, the company also launched a new project to improve waste management further, specifically by

optimising the disposal of paper and cardboard from the warehouse. The previous system had several inefficiencies, mainly due to the lack of an effective method for compacting materials, which resulted in frequent movements within the plant. To solve these issues, Vimar introduced a new, specific compaction machine that allows for the material to be organised directly inside a container. This way, transport - both internal and external - only occurs when the container is full. This solution has led to a significant reduction in movements, optimising time and resources, with a positive impact on both operational efficiency and the environment.

¹⁸ The calculation was made by including materials belonging to 4 macro-categories: plastic granules, paints, metals and packaging.

¹⁹ Ibidem.

Packaging with reduced environmental impact

Vimar has always demonstrated a great ability to identify market trends and respond to rapidly evolving needs. With this in mind, the company has started developing PVC-free and low-plastic-content packaging solutions, intervening at the design stage to reduce packaging volume and limit the use of unsustainable materials.

This effort has led to a significant lightening of the packaging, optimising transport and promoting the use of mono-material

packaging that installers can easily sort for recycling. Currently, **100% of Vimar's packaging is fully recyclable**: the graphics are made with water-based inks, while the glues are water-based and solvent-free.

Vimar's continued commitment to designing increasingly light-weight and easily recyclable packaging has been recognised and rewarded on the market over the years.

Awards obtained by Vimar's innovative packaging solutions

Year	Product	Award
2015	Multiple socket outlet 6P17/11 + S17 white	CONAI tender: Packaging ecodesign
2016	Multiple socket outlet 6P17/11 + S17 white	Italian Packaging Institute: Best Packaging
2017	GSM Timer-thermostat 120-230 V	CONAI tender: Packaging ecodesign
2018	7509 Tab surface mounting entryphone	CONAI tender: Packaging ecodesign
2019	4-button Home automation syst.control 2M	CONAI tender: Packaging ecodesign
2019	4-button Home automation syst.control 2M	Italian Packaging Institute: Best Packaging
2020	01422 Home automation system IP 7in PoE touch screen black	Italian Packaging Institute: Best Packaging
2021	4.3in Tab+ one-family video door entry kit 41005	CONAI tender: Packaging ecodesign
2023	Vimar multipack	Packaging Oscar
2024	Vimar multipack	Worldstar 2024 Materials and Components

Our commitment to the future (2025)

2024 activities

Our contribution to the SDGs

Constantly reduce the waste generated, intervening in production processes and all Vimar's operations to develop innovative solutions or new projects that allow the value of secondary raw materials to be elevated internally.

- Reduction of departmental waste through the use of recycling techniques where possible.



Gradually increase the portion of waste directed to reclaiming by devising solutions for internal recycling or external collaborations with specialised suppliers to ensure materials are fit for reclaiming.

- The amount of waste directed to reclaiming increased to 97% (+1% compared to 2023).



Support the study and research of solutions to increase the use of secondary raw materials originating from recycling chains, in both product development and packaging.

- The share of raw materials purchased from recycling has increased to 37% (+4% compared to 2023).



Solutions for sustainable living



> Product quality and safety

Certified quality

> Positive impact of products

The Vimar catalogue

Solutions that make all the difference



We create quality products and solutions that have a positive impact on the comfort, safety and security, and smart management of environments.



Product quality and safety

[GRI 3-3]

88%

the share of **turnover generated by products accompanied by voluntary quality certifications**

Products intended for prolonged use, such as electrical and electronic solutions, must guarantee high quality standards. For this reason, compliance with stringent requirements is mandated within the European market, making product quality and safety certifications a key element for protecting consumers and consolidating a company's competitive position in the market.

Certified quality

Vimar adopts rigorous processes and tools to monitor the quality of its products and raw materials, ensuring transparency in the market. Every solution is meticulously designed and manufactured, a concrete expression of the "well-made" ethos that has always defined the company.

Vimar products, engineered to last and integrate safely and robustly into building electrical infrastructures, reflect an approach based on thoroughness, objectivity, and verifiability. To guarantee high quality standards, the company uses a certified **UNI EN ISO 9001:2015** system, supported by a **Quality Manual** that covers all phases of the product life cycle: from design to production, and through to pre- and after-sale support. The verification of regulatory compliance for environmental and safety matters is conducted jointly by the Standards and Trademarks Department, which is responsible for product technical standards, and the Environment, Health, and Safety Department, which handles the compliance of company practices.

Tests on Vimar products are performed by the in-house laboratory according to the Tests, Checks, and Inspections procedure (Italian acronym PCC), which defines responsibilities and operational methods for all control activities, including production quality verification. The tests, carried out by qualified staff members, involve new products as well as those already on the market, in addition to samples of materials like plastic and metals directly from the production departments.

The demonstrated accuracy and expertise have led to the recognition of the Vimar Laboratory as a **Level 2 CTF laboratory** by IMQ S.p.A., authorised independently to verify and certify the quality of its own products and those of third parties, in compliance with regulatory requirements. In 2024, the laboratory also obtained the prestigious **TDAP certification** from Verband Deutscher Elektrotechniker (VDE), which attests to its technical and instrumental suitability for testing the conformity of "schuko" socket outlets to the DIN VDE 0620-1 standard. This acknowledgement, granted to approximately 150 companies world-wide, makes the Vimar Laboratory the only one in Italy authorised by the VDE in this specific field.

Since certifications are a tangible way to demonstrate a commitment to quality, Vimar has chosen to transform them into a strategic lever, voluntarily certifying the majority of its products. To date, the company holds **83 voluntary certifications**, in addition to a broad portfolio of acknowledgements and over **32 mandatory quality certifications**.

In 2024, 100% of Vimar products were compliant with the applicable standards in their destination countries. Furthermore, 88% of annual turnover comes from products with voluntary certifications, and 65% is covered by PEP environmental certifications.

Anthropomorphic robot

for greater conformity and repeatability compared to traditional manual tests

83

voluntary certifications Vimar uses to verify the quality and safety of its products

Turnover generated by voluntarily certified products

	2024	2023	2022
Value of products sold covered by voluntary certifications out of the total	88%	83%	82%

Turnover generated by PEP certified products

Turnover (k€)				
	Product families included	Vimar total	PEP ranges	% of the total
2022	Plana – Linea – Arké	274,230	150,062	54.7%
2023	Plana – Linea – Arké – Eikon – Flush mounting and junction boxes	302,459	196,590	65.0%
2024	Plana – Linea – Arké – Eikon – Flush mounting and junction boxes	317,438	206,602	65.0%

Vimar is actively involved in the development of national and international technical standards in the electro-technical, electronic and telecommunications fields. In addition to being a full member of the **Italian Electrotechnical Committee (CEI)**, the company is involved in the work of the **Comité Européen de Normalisation Electrotechnique (CENELEC)**, the **International Electrotechnical Commission (IEC)** and collaborates with the **International Organization for Standardization (ISO)**.



FOCUS ON

Even more precise and replicable tests

In 2024, Vimar invested in an anthropomorphic robot used for testing prototypes before they are launched on the market. Its use allows for more precise verification that devices meet design specifications, ensuring more accurate, repeatable, and uniform results compared to traditional manual tests, which are subject to human variability. The robot simulates human actions such as pressing physical buttons or touchscreens, rotating elements with grippers, and lifting objects with suction cups. It can be controlled manually or through a web interface, software developed by Teoresi, or Python commands.

Capable of operating without interruption, even at night, the system optimises process efficiency, reduces costs, and accelerates testing times. It also automatically records data from each test, ensuring complete and readily available documentation.



multiple prestigious **international awards** that attest to the excellence of Vimar know-how



By me Plus, system designed to improve the comfort, energy efficiency and security of everyday life

The Environment, Comfort and Safety

3 dimensions on which Vimar has a **positive impact** through its products



Positive impact of products

[GRI 3-3]

Smart home automation solutions offer multiple benefits, including a lower environmental impact due to more efficient energy use and a tangible improvement in the quality and safety of daily life. Vimar products, designed to last and integrate efficiently into a building's electrical infrastructure, combine advanced performance and electronic technologies to promote energy savings. At the same time, these smart solutions enhance the comfort of environments, promoting health and well-being.

The Vimar catalogue

With its Eikon, Linea, Arké and Plana wiring series, Vimar is well-positioned to generate value in various market segments. Each product line is supported by an annual marketing plan which, with a focus on continuous improvement, analyses trends and anticipates customer needs, guiding the development of solutions in keeping with their expectations. Additionally, Vimar products comply with the **CEI 64-21** standard -"Residential environments – Installations suitable for use by people with disabilities or specific needs". Indeed, the superior customisation of Vimar devices means that the solutions offered cover more than 80% of the overall requirements of the Standard.



List of awards won in 2024



Archiproducts Design Awards

Celebrating international design excellence since 2016, rewarding innovative solutions that strike the perfect balance between aesthetics and functionality. In 2024, Vimar won the award for its Eikon Exé series with Tondo control.



Good Design 2024 Award

An international award and one of the oldest and most prestigious Design Awards competitions, which recognised Linea's XT platform among the best products in the "Building Materials" category.



ADI Design Index

Curated by the Permanent Observatory which selected Eikon Exé with Tondo control and the Roxie video entrance panel among the best Italian design products presented on the market.



ADI Honourable Mention

The jury of the ADI (Italian Industrial Design Association) rewarded Linea not only for its unprecedented and stylish design, capable of bringing together the understated allure of sophisticated styling with state-of-the-art technology, but also due to its numerous patents and its focus on sustainability.



If Design Award

This international award evaluates quality, style, and shape, and in 2024 it honoured Vimar twice. Thanks to their innovative, clean-cut, and understated design, and with 24 registered patents, the international jury selected the Linea series and the XT platform among the best products in the "Building Technology" category.



Iconic Award Architecture

This international award, promoted by the German Design Council, recognises the best "iconic architecture" projects. In 2024, Vimar received two awards: the "winner" prize for the Eikon Exé series with the Tondo control, and the "selection" prize for Roxie.



GranDesignEtico International Award

The Plana Cultural Association, which has promoted initiatives of cultural, ethical, and social significance since 1977, bestowed an award upon the innovative Linea series, recognising its sophisticated design, which is able to combine technology with a deep commitment to environmental sustainability.

Solutions that make all the difference

Since 1968, the year it introduced **SICURY** - the world's first device capable of automatically closing the slots in a socket outlet, thereby preventing accidental access to live parts, a technology also made available to other manufacturers to promote higher safety standards - Vimar has demonstrated its commitment not only to safety but also to innovation, well-being, and consumer protection.

The company also actively works to reduce the environmental impact of residential and commercial buildings by offering solutions that combine comfort, sustainability, and user experience for safer, more comfortable, and smarter environments.

This commitment translates into:

- > **Optimisation of energy efficiency** through smart functions that enable more conscious management and reduced consumption.
- > **Smart technologies** that provide users with detailed data on consumption, facilitating more sustainable choices and the responsible use of resources.
- > **Durable products**, created specifically to stand the test of time and integrate into any infrastructure, ensuring its robustness and durability.



Selection of products and systems from the Vimar 2024 catalogue that have a positive impact

Product	Description	Dimension
KNK	Its main strength lies in the ability to integrate and centralise control of all building functions. Lighting, climate control, roller shutters, access, security, and video door entry systems can be managed from a single interface, such as a touch screen, or remotely via an App. This system ensures comfort, energy efficiency, and simplified management for both residential and professional environments.	Environment Comfort
ROXIE	A new outdoor video entrance panel designed to ensure simple, secure, and technologically advanced communication and access control. Created for small and medium-sized residential contexts, it's a robust and versatile solution that handles calls from 1, 2, or 4 units, making it ideal for one- and two-family homes and four-family compounds, and small accommodation facilities. Thanks to access management via a dedicated smartphone App, it eliminates the need for physical keys, simplifying entry even when no one is present.	Security Comfort
TAB 7S UP AND 5S UP VIDEO ENTRYPHONES	Thanks to the firmware update, these hands-free video entryphones have been integrated with new functions used to control functions (lights, blinds and roller shutters, sensors and scenarios) of the View Wireless connected system.	Security Comfort
HIGH-POWER USB POWER SUPPLY UNITS	An innovative 2-module flush mounting USB power supply unit, compatible with the Eikon, Arké, Linea, and Plana series. It features a USB-C connector and USB-IF certification. The device delivers 60W of power and integrates USB Power Delivery technology, enabling fast and safe charging. Thanks to its high performance and discreet installation, it is an ideal solution, especially for the hospitality sector.	Comfort
WIRELESS HOME AUTOMATION SYSTEM	Vimar's wireless home automation system is evolving with a new function that allows you to create automations based on specific times or natural events like sunrise and sunset. This innovation makes it possible, for instance, to turn outdoor lights on automatically at sunset and turn them off at sunrise, or after a pre-set time interval. This brings its performance closer to more advanced home automation systems like By-me Plus and KNX, without sacrificing the easy installation and management typical of wireless solutions.	Environment Comfort
VIEW APP FOR CONTROLLING VIMAR SOLUTIONS	Thanks to its advanced connectivity, it enables easy operation of system functions, improving energy efficiency and reducing waste. By using the App, users have complete control and interaction on the devices and systems of their home and thus the possibility to switch off the lights and air conditioners remotely, for example.	Environment Comfort
XT PLATFORM	This is a range of devices designed to simplify home automation system use, which offers enhanced ergonomics for the management of lights (on/off and dimmable), blinds, temperature control and air quality. Linea's XT platform enables end users to manage the energy-intensive features of their homes in an easy and user-friendly way while at the same time enhancing domestic comfort.	Environment Comfort
VIEW KEY APP FOR ACCESS CONTROL	This smart access control cloud platform brings comfort and energy efficiency to small and medium-sized accommodation facilities. Indeed, digital hospitality products are designed to manage access to facilities/rooms and help save energy by automatically or manually blocking the supply of current and the operation of air conditioning systems when rooms are not occupied, via the App.	Environment Security

About this document

> Methodological Note

> Issues that matter

> Index of GRI contents



Methodological Note

[GRI 2-1] [GRI 2-2] [GRI 2-3] [GRI 2-5] [GRI 2-29]

In keeping with the annual financial statements, Vimar's third report on Sustainability adopts a reporting framework that includes only Vimar S.p.A. and the information reported refers to the 2024 tax year (1 January to 31 December 2024). Where possible, a comparison with data for the previous two-year period (2022-2023) has been provided.

The Report has been drawn up on the basis of GRI standards 2021 , the most widely used non-financial reporting standards in the world. In fact, Vimar has chosen to begin a structured process of gradual adaptation to the new standards also in view of the future European compliance targets to which the company will be subject. In the document, content that meets the GRI requirements is highlighted with identification codes in square brackets [GRI] under each heading.

Issues that matter

[GRI 2-29] [GRI 3-1] [GRI 3-2]

In 2024, Vimar consolidated the path of integrating sustainability into its business model, which it launched in 2022. The focus and engagement of the Company has been on the most significant environmental, economic and social issues, i.e. those which have the biggest pos-

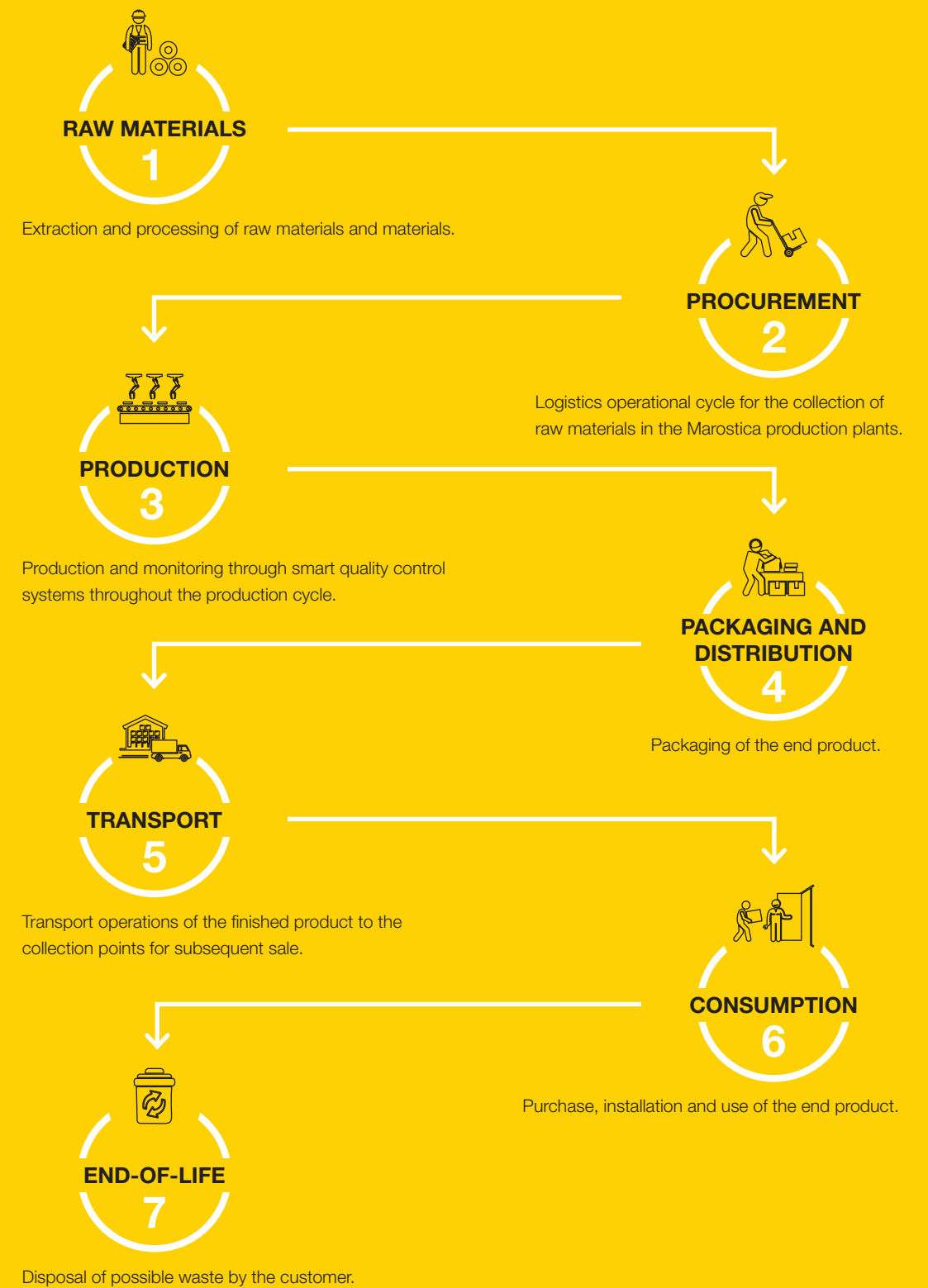
In 2024, involving all the front lines, Vimar confirmed the relevance of the 11 material topics identified through materiality analysis, regarding which the company produces or incurs the most significant environmental, social, human rights and economic impacts. For each topic, Vimar reports on their impacts, management methods adopted and results achieved throughout the year.

The qualitative information collected and the data reported in the Report on Sustainability was **carried out with the collaboration of all Vimar departments,** each for their own area of responsibility, generating a stream of information coordinated and supervised by the Environment and Safety Department.

For further details, please contact vimar@vimar.com or visit <https://www.vimar.com/en/int>.

itive or negative impact - current or potential, generated or incurred - across the entire value chain. Again this year, this exercise was conducted in keeping with the guidance provided by GRI standards 2021.

The value chain



In 2024, Vimar confirmed the materiality analysis reported in the first Report, where key impacts were assessed by liaising with a select group of stakeholders and with the organisation's front lines. In particular, the analysis comprised 5 phases:

01. Context analysis, at international, national and local level, of the main trends in the sector through bibliographic sources and articles.

02. Mapping of the impacts along the entire value chain, in terms of double materiality, i.e. including both the impacts generated and those incurred.

03. Quality assessment of impacts to measure their significance based on 4 parameters.

› **Scale**, the influence generated or incurred by Vimar for each issue - from negligible to business interruption.

› **Scope**, the impact (from municipal to global).

› **Irremediability**, the difficulty to neutralise or compensate for an impact.

› **Likelihood** of occurrence.

04. Prioritising the most significant impacts and reviewing them through dialogue with 15 external key opinion leaders (Universities, Control Bodies, Customers, Institutions, Suppliers, Banks and Insurance companies), selected based on their knowledge of the sector and the company.

05. Definition of the materiality threshold by liaising with the Management front lines and subsequent validation of the results by Management.

Our key issues

This led to the identification of 11 material topics on which to focus efforts and resources, starting with a wider base of 17 potentially significant topics. This shortlist, during the review carried out in 2024 involving the Company management, was also confirmed for the current year, in light of the importance that the impacts, risks and opportunities identified continue to have for Vimar.

- › **Circular economy, eco-design and sustainable packaging**
- › **Attractiveness and retention ability**
- › **Customer satisfaction**
- › **Energy efficiency and emission reduction**
- › **Positive impact of products**
- › **Product quality and safety**
- › **Protecting employee health and safety**
- › **Sustainability of the supply chain**
- › **Research and Innovation**
- › **Well-being, welfare and employee engagement**
- › **Employment, value and support for the local territory**

Index of GRI contents

Declaration of use	Vimar S.P.A has submitted a report inspired by the GRI Standards
GRI used	GRI 1: Foundation 2021
GRI Sector Standard(s)	Not applicable

GRI Standard	Disclosure	Placement / Omissions
General disclosure		
GRI 2: General Disclosures 2021	2-1 Organizational Details	Registered office: viale Vicenza 14, 36063, Marostica, Vicenza, Italy § Vimar: Positive energy § Responsible management § Methodological Note
	2-2 Entities included in the organization's sustainability reporting	§ Responsible management § Methodological Note
	2-3 Reporting period, frequency and contact point	1 January - 31 December 2024 § Methodological Note
	2-4 Restatements of information	No information, quantitative data, or methodology has been revised compared to 2023
	2-5 External assurance	This document was not reviewed by an accredited third-party body.
	2-6 Activities, value chain and other business relationships	§ Made in Italy, made for the world: good-looking and well made § Economic and financial results
	2-7 Employees	§ Well-being, welfare and employee engagement
	2-8 Non-employee workers	§ Well-being, welfare and employee engagement
	2-9 Governance structure and composition	§ Responsible management
	2-11 Chair of the highest governance body	§ Responsible management
	2-12 Role of the highest governance body in overseeing the management of impacts	§ Responsible management
	2-13 Delegation of responsibility for managing impacts	§ Responsible management
	2-14 Role of the highest governance body in sustainability reporting	§ Responsible management
	2-15 Conflicts of interest	§ Responsible management
	2-16 Communication of critical concerns	§ Responsible management
	2-17 Collective knowledge of the highest governance body	§ Responsible management
	2-21 Annual total compensation ratio	Sensitive information
	2-22 Statement on sustainable development strategy	§ Opening message
	2-23 Policy commitments	§ Responsible management

GRI Standard	Disclosure	Placement / Omissions
	2-24 Embedding policy commitments	§ Responsible management
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	§ Responsible management
	2-29 Approach to stakeholder engagement	§ Issues that matter § Methodological Note
	2-30 Collective bargaining agreements	100% of employees are covered by a National Collective Bargaining Agreement.

Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	§ Issues that matter
	3-2 List of material topics	§ Issues that matter

Well-being, welfare and employee engagement

GRI 3: Material Topics 2021	3-3 Management of material topics	§ Well-being, welfare and employee engagement
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Attractiveness and retention ability

GRI 3: Material Topics 2021	3-3 Management of material topics	§ Attractiveness and retention ability
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GRI 401: Employment 2016	401-1 New employee hires and employee turnover	§ Recruitment of new resources
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	§ Well-being, welfare and employee engagement
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	§ Professional development
	404-3 Percentage of employees receiving regular performance and career development reviews	§ Professional development
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	§ Responsible management

Circular economy, eco-design and sustainable packaging

GRI 3: Material Topics 2021	3-3 Management of material topics	§ Circular economy, eco-design and sustainable packaging
GRI 301: Materials 2016	301-1 Materials used by weight or volume	§ Vimar's production processes
	301-2 Recycled input materials used	§ Vimar's production processes
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	§ Circular economy, eco-design and sustainable packaging
	306-2 Management of significant waste-related impacts	§ Circular economy, eco-design and sustainable packaging § Focus on: APA - an integrated model for reclaiming materials
	306-3 Waste generated	§ Vimar's production processes
	306-4 Waste diverted from disposal	§ Vimar's production processes

GRI Standard	Disclosure	Placement / Omissions
GRI 306: Waste 2020	306-5 Waste directed to disposal	§ Circular economy, eco-design and sustainable packaging
Energy efficiency and emission reduction		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Energy efficiency and emission reduction
GRI 302: Energy 2016	302-1 Energy consumption within the organization	§ Green energy
	302-3 Energy intensity	§ Green energy
	302-4 Reduction of energy consumption	§ Green energy
GRI 305: Emissions 2016	305-1 Direct GHG (greenhouse gas) emissions - Scope I	§ Green energy
	305-2 Indirect GHG (greenhouse gas) emissions - Scope II	§ Green energy
	305-5 Reduction of GHG (greenhouse gas) emissions	§ Green energy
Positive impact of products		
GRI 3: Material Topics 2021	3-3 Management of material topics	
Employment, value and support for the local territory		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Employment, value and support for the local territory
GRI 202: Market presence 2016	202-2 Proportion of senior management hired from the local community	§ In the heart of Marostica, supporting the community
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	§ Economic and financial results
Product quality and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Product quality and safety
Research and Innovation 4.0		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Research and Innovation
Customer satisfaction		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Customer satisfaction
Sustainability of the supply chain		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Sustainability in the supply chain
GRI 204: Procurement practices	204-1 Proportion of spending on local suppliers	§ Secure and local supply
GRI 403: Occupational Health and Safety 2018	403- 7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	§ Procurement quality

GRI Standard	Disclosure	Placement / Omissions
Protecting employee health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Protecting employee health and safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	§ Protecting employee health and safety
	403-2 Hazard identification, risk assessment, and incident investigation	§ Risk prevention and management
	403-3 Occupational health services	§ Risk prevention and management
	403-4 Worker participation, consultation, and communication on occupational health and safety	§ The culture of safety
	403-5 Worker training on occupational health and safety	§ The culture of safety
	403-6 Promotion of worker health	§ Our people
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	§ Protecting employee health and safety
	403-8 Workers covered by an occupational health and safety management system	§ Risk prevention and management
	403-9 Work-related injuries	§ Risk prevention and management
	403-10 Work-related ill health	§ Risk prevention and management

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